

EXHIBIT 3

<p style="text-align: right;">Page 1</p> <p>1 IN THE UNITED STATES DISTRICT COURT 2 FOR THE WESTERN DISTRICT OF MISSOURI 3 WESTERN DIVISION 4 TERRI YOLANDA LABLANCE,) 5) 6 Plaintiff,) 7) 8 vs.) Case No. 9) 4:19-cv-00693-BP 10) 11 MISSOURI DEPARTMENT OF) 12 CORRECTIONS AND CORIZON) 13 HEALTH,) 14) 15 Defendants.) 16 17 18 VIDEOTAPED DEPOSITION OF JENNY MEHAN 19 TAKEN ON BEHALF OF THE PLAINTIFF 20 JULY 21st, 2020 21 22 23 24 25</p>	<p style="text-align: right;">Page 3</p> <p>1 IN THE UNITED STATES DISTRICT COURT 2 FOR THE WESTERN DISTRICT OF MISSOURI 3 WESTERN DIVISION 4 TERRI YOLANDA LABLANCE,) 5) 6 Plaintiff,) 7) 8 vs.) Case No. 9) 4:19-cv-00693-BP 10) 11 MISSOURI DEPARTMENT OF) 12 CORRECTIONS AND CORIZON) 13 HEALTH,) 14) 15 Defendants.) 16 17 18 VIDEOTAPED DEPOSITION OF JENNY MEEHAN, 19 produced, sworn, and examined on the 21st day of July, 20 2020, between the hours of twelve o'clock in the 21 afternoon and five o'clock in the evening of that date 22 at the offices of ALARIS LITIGATION SERVICES, 2511 23 Broadway Bluffs, Suite 201, Columbia, Missouri, before 24 LISA BALLALATAK, a Certified Court Reporter within and 25 for the State of Missouri, in a certain cause now pending IN THE UNITED STATES DISTRICT COURT, FOR THE WESTERN DISTRICT OF MISSOURI, WESTERN DIVISION, wherein TERRI YOLANDA LABLANCE is the Plaintiff and MISSOURI DEPARTMENT OF CORRECTIONS AND CORIZON HEALTH are the Defendants.</p>
<p style="text-align: right;">Page 2</p> <p>1 INDEX OF EXAMINATION 2 3 Examination by Mr. Nugent 6 4 Cross-Examination by Ms. Jag 122 5 Redirect Examination by Mr. Nugent 133 6 7 INDEX OF EXHIBITS 8 EXHIBITS: 9 Exhibit No. 36 (Termination Checklist) 10 10 Exhibit No. 37 (Answers to Interrogatories) 13 11 Exhibit No. 38 (Terminate Employee Listing) 25 12 Exhibit No. 39 (Upton Email 3/13/19) 97 13 Exhibit No. 40 (Auditing Log) 106 14 Exhibit No. 41 (Upton Email 3/13/19) 111 15 Exhibit No. 42 (Auditing Log) 111 16 17 Reporter's Note: The original exhibits were attached 18 to the original transcript. 19 20 21 22 23 24 25</p>	<p style="text-align: right;">Page 4</p> <p>1 APPEARANCES 2 For the Plaintiff: 3 MR. IVAN NUGENT 4 KRIGEL & KRIGEL, PC 5 4520 Main Street, Suite 700 6 Kansas City, Missouri 64111 7 (816) 756-5800 8 inugent@krigelandkrigel.com 9 10 For the Defendant Corizon Health: 11 MR. MICHAEL MATULA 12 Ogletree Deakins Nash 13 Smoak & Stewart PC 14 4520 Main Street, Suite 400 15 Kansas City, Missouri 64111 16 (816) 471-1301 17 mike.matula@ogletree.com 18 19 For the Defendant Missouri Department 20 of Corrections: 21 (Appearing via Zoom Videoconference) 22 23 MS. RACHEL L. JAG 24 MISSOURI ATTORNEY GENERAL OFFICE 25 615 East 13th Street, Suite 401 Kansas City, Missouri 64106 (816) 889-5000 rachel.jag@ago.mo.gov Also present: Ms. Rita Yencarelli, Legal Videographer The Court Reporter: MS. LISA BALLALATAK, CCR Kansas CSR No. 1670 Missouri CCR No. 1336 ALARIS LITIGATION SERVICES 2511 Broadway Bluffs, Suite 201 Columbia, Missouri 65201 (573) 449-0561</p>

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<p style="text-align: right;">Page 5</p> <p>1 (The deposition commenced at 12:52 p.m.)</p> <p>2 VIDEOGRAPHER: We are on the record.</p> <p>3 Today's date is July 21st, 2020. The time is</p> <p>4 12:52 p.m. This is the video-recorded deposition of</p> <p>5 Jennifer Meehan in the matter of Terri Yolanda</p> <p>6 Lablance v. Missouri Department of Corrections, et</p> <p>7 al. This deposition is being held at Alaris</p> <p>8 Litigation in Columbia, Missouri. The court</p> <p>9 reporter's name is Lisa Ballalatak. My name is</p> <p>10 Rita Yencarelli, legal videographer, and we are with</p> <p>11 Alaris Litigation.</p> <p>12 Would the attorneys present please</p> <p>13 introduce yourselves and the parties you represent.</p> <p>14 MR. NUGENT: Good afternoon. Ivan Nugent</p> <p>15 on behalf the plaintiff, Terri Lablance.</p> <p>16 MR. MATULA: Mike Matula on behalf of</p> <p>17 defendant Corizon.</p> <p>18 MS. JAG: Rachel Jag on behalf of</p> <p>19 defendant Missouri Department of Corrections.</p> <p>20 VIDEOGRAPHER: Thank you. Will the court</p> <p>21 reporter please swear in the witness.</p> <p>22 JENNY MEEHAN,</p> <p>23 of lawful age, being produced, sworn, and examined on</p> <p>24 behalf of the plaintiff, deposes, and says:</p> <p>25 THE WITNESS: May I make one comment for</p>	<p style="text-align: right;">Page 7</p> <p>1 A. 12040 Southeast State Route A, St. Joseph,</p> <p>2 Missouri.</p> <p>3 Q. Thank you for driving down here today.</p> <p>4 Appreciate that.</p> <p>5 A. You're welcome.</p> <p>6 Q. Is your office near St. Joe?</p> <p>7 A. I am a remote employee, so, technically,</p> <p>8 my office is in Jefferson City at the regional</p> <p>9 office for Corizon, but I work remotely out of my</p> <p>10 home and the facilities that I oversee.</p> <p>11 Q. Were you working remotely prior to</p> <p>12 COVID-19?</p> <p>13 A. Yes.</p> <p>14 Q. Okay. You were sworn in by the court</p> <p>15 reporter to tell the truth. You understand that;</p> <p>16 right?</p> <p>17 A. Yes.</p> <p>18 Q. And are you here to tell the truth today?</p> <p>19 A. I am.</p> <p>20 Q. Great. With regards to your job title,</p> <p>21 tell me what that is, please.</p> <p>22 A. I'm the director of operations for</p> <p>23 Missouri's west region.</p> <p>24 Q. All right. And as you know, I was talking</p> <p>25 to Dr. Lovelace about operations and medical side.</p>
<p style="text-align: right;">Page 6</p> <p>1 the record? My legal name is "Jenny," not</p> <p>2 "Jennifer."</p> <p>3 VIDEOGRAPHER: Oh. Got it.</p> <p>4 EXAMINATION</p> <p>5 BY MR. NUGENT:</p> <p>6 Q. Good morning, Ms. Meehan. Am I</p> <p>7 pronouncing that right, Meehan?</p> <p>8 A. Yes.</p> <p>9 Q. All right. You are here for a deposition</p> <p>10 in the case involving Ms. Lablance, Department of</p> <p>11 Corrections and Corizon. Is that your</p> <p>12 understanding?</p> <p>13 A. Yes.</p> <p>14 Q. All right. I've got a bunch of questions.</p> <p>15 You have been present for plaintiff's deposition;</p> <p>16 right?</p> <p>17 A. Yes.</p> <p>18 Q. And for Dr. Jerry Lovelace's deposition;</p> <p>19 right?</p> <p>20 A. Yes.</p> <p>21 Q. So you've heard both of their testimonies</p> <p>22 as we go through today. I just wanted to make</p> <p>23 sure – because I did not see Zoom last week, so –</p> <p>24 or two weeks ago. Thank you.</p> <p>25 Tell me your address.</p>	<p style="text-align: right;">Page 8</p> <p>1 Are you on the operations side?</p> <p>2 A. I am an operational manager for the</p> <p>3 medical department.</p> <p>4 Q. Okay. Do you have any medical training?</p> <p>5 A. I'm a nurse.</p> <p>6 Q. Okay. How long were you a nurse?</p> <p>7 A. I graduated nursing school in 1999 and</p> <p>8 obtained my license in 2000.</p> <p>9 Q. Okay. Is that license still current?</p> <p>10 A. It is.</p> <p>11 Q. And do you have any job duties that</p> <p>12 require you to serve as a nurse?</p> <p>13 A. I don't have any job duties that require</p> <p>14 me to serve as a nurse, except for our contract with</p> <p>15 the Missouri Department of Corrections states that</p> <p>16 someone in my position will be a registered nurse.</p> <p>17 Q. Okay. That makes sense to me. I get it.</p> <p>18 How many people do you supervise?</p> <p>19 A. Directly, I supervise five individuals.</p> <p>20 I'm the direct supervisor for the health services</p> <p>21 administrators, and then I subsequently supervise</p> <p>22 anybody that reports to them.</p> <p>23 Q. Makes sense. How many correctional</p> <p>24 centers are you responsible for?</p> <p>25 A. Currently, I am over seven.</p>

<p style="text-align: right;">Page 9</p> <p>1 Q. And is that the most it has ever been?</p> <p>2 A. Yes.</p> <p>3 Q. Okay. And while Ms. Lablance was an</p> <p>4 employee, was the number seven?</p> <p>5 A. The number was seven. The facilities were</p> <p>6 different.</p> <p>7 Q. Okay. Was Chillicothe one of them?</p> <p>8 A. It was.</p> <p>9 Q. All right. How long have you been an</p> <p>10 employee with Chillicothe?</p> <p>11 A. Since 2004.</p> <p>12 Q. And has the onboarding and vetting process</p> <p>13 changed from the time you were employed until now?</p> <p>14 A. The onboarding process has. As far as the</p> <p>15 vetting process, I only have knowledge of that since</p> <p>16 I have been in an administrator role, which would</p> <p>17 have been 2006. I believe it to be the same.</p> <p>18 Q. Okay. And you started with Corizon in</p> <p>19 2004; is that right?</p> <p>20 A. Yes.</p> <p>21 Q. And what was your title when you started</p> <p>22 in 2004?</p> <p>23 A. Staff nurse.</p> <p>24 Q. And how long were you a staff nurse?</p> <p>25 A. Until 2006.</p>	<p style="text-align: right;">Page 11</p> <p>1 Q. Okay. And who -- which employee is this</p> <p>2 for?</p> <p>3 A. Terri Lablance.</p> <p>4 Q. Were you responsible for doing any</p> <p>5 investigations while Ms. Lablance was employed with</p> <p>6 Corizon?</p> <p>7 A. I was.</p> <p>8 Q. And when you did your investigations, did</p> <p>9 you take notes?</p> <p>10 A. I don't believe I did.</p> <p>11 Q. Okay. The reason I'm asking is if you</p> <p>12 look at "file contents to be included and returned,</p> <p>13 termination files," one of the items is an</p> <p>14 investigation folder. We know there were some</p> <p>15 investigations done. It says "N/A." I just wanted</p> <p>16 to understand if there was a file created and it got</p> <p>17 lost or if there wasn't one created, and so that's</p> <p>18 why it says "N/A." Do you have any understanding as</p> <p>19 to why it says "N/A"?</p> <p>20 A. I just know that I did not have any notes</p> <p>21 from the investigation that I conducted.</p> <p>22 Q. Okay. How many investigations did you</p> <p>23 conduct with regards to Ms. Lablance?</p> <p>24 A. I believe there were three.</p> <p>25 Q. Okay. And would you tell me the substance</p>
<p style="text-align: right;">Page 10</p> <p>1 Q. Then you became a --</p> <p>2 A. Director of nursing.</p> <p>3 Q. For how long?</p> <p>4 A. In 2007 I became the health services</p> <p>5 administrator. And then 2014, my current role.</p> <p>6 Q. Got it. Thank you.</p> <p>7 I think that's all of the background</p> <p>8 questions for now. I may have some later, but let's</p> <p>9 start talking about some documents.</p> <p>10 (Deposition Exhibit No. 36 was marked for</p> <p>11 identification.)</p> <p>12 Q. (By Mr. Nugent) I'm handing you what's</p> <p>13 been marked as Deposition Exhibit 36. We're</p> <p>14 continuing numbers from previous depositions, and it</p> <p>15 is Bates-labeled Corizon 33.</p> <p>16 Have you seen a document like this before?</p> <p>17 A. I have.</p> <p>18 Q. Would you tell us what it is.</p> <p>19 A. It's a terminated employee files</p> <p>20 checklist.</p> <p>21 Q. Okay. And the use of the word</p> <p>22 "terminated" at the top, is that signifying that the</p> <p>23 employee was involuntarily terminated or that their</p> <p>24 employment has been terminated?</p> <p>25 A. That their employment has been terminated.</p>	<p style="text-align: right;">Page 12</p> <p>1 of each of those three?</p> <p>2 A. Yes. One of them involved an incident</p> <p>3 with a patient where a nurse had -- the patient was</p> <p>4 crawling on the floor, and the nurse -- some -- a</p> <p>5 nurse was actively engaging with the patient, and</p> <p>6 Ms. Lablance was witness to the incident.</p> <p>7 Q. Okay. And the second investigation?</p> <p>8 A. Was when Ms. Lablance notified myself and</p> <p>9 some other regional leadership and her site</p> <p>10 leadership that she felt discriminated against.</p> <p>11 Q. Was this the bio bag incident?</p> <p>12 A. The lab tech?</p> <p>13 Q. Yes. Involving a lab tech?</p> <p>14 A. Yes.</p> <p>15 Q. Okay. And you investigated that. And</p> <p>16 what was the third investigation that you did in</p> <p>17 relation to Ms. Lablance?</p> <p>18 A. The third, I actually was not -- I was</p> <p>19 part of the investigation only because I was over</p> <p>20 the facility. The investigation was actually done</p> <p>21 by my supervisor and the HR department, and that was</p> <p>22 in regards to the HIPAA violation into Ms.</p> <p>23 Lablance's medical record.</p> <p>24 Q. Okay. And who was your supervisor at that</p> <p>25 time?</p>

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<p style="text-align: right;">Page 13</p> <p>1 A. At that time Rhonda Almanza.</p> <p>2 Q. All right. And if -- do you know whether</p> <p>3 Rhonda took notes about that investigation?</p> <p>4 A. I do not.</p> <p>5 Q. Okay. If she had, would they be in this</p> <p>6 investigation folder that's referenced in</p> <p>7 Exhibit 36?</p> <p>8 A. I don't feel I can speak to that. If she</p> <p>9 took notes, I'm not sure what she would have done</p> <p>10 with them.</p> <p>11 Q. What's the purpose of this line on</p> <p>12 Exhibit 36 that says "File contents to be included</p> <p>13 and returned, termination files, investigation</p> <p>14 folder."</p> <p>15 A. I would say any investigation regarding an</p> <p>16 employee that had documentation.</p> <p>17 Q. Okay. Those three incidents, I do want to</p> <p>18 dive into, but I will come back to those. All</p> <p>19 right?</p> <p>20 A. Okay.</p> <p>21 (Deposition Exhibit No. 37 was marked for</p> <p>22 identification.)</p> <p>23 Q. (By Mr. Nugent) I'm handing you what's</p> <p>24 been marked as Deposition Exhibit 37. This is</p> <p>25 defendant Corizon, LLC's answers and objection to</p>	<p style="text-align: right;">Page 15</p> <p>1 lists two names, Jenny Meehan, director of</p> <p>2 operations, Corizon Health, and Makisa Upton, HR</p> <p>3 business partner, Corizon. Is that accurate?</p> <p>4 A. Yes.</p> <p>5 Q. Okay. What'd you do to prepare for your</p> <p>6 deposition today?</p> <p>7 A. I had a meeting with my attorney and</p> <p>8 reviewed some documents.</p> <p>9 Q. Which documents did you review?</p> <p>10 A. I looked at some emails, I looked at</p> <p>11 Ms. Lablance's charge -- I don't know if that's the</p> <p>12 correct term or not -- her -- the document that</p> <p>13 she -- with her allegations in it.</p> <p>14 Q. Oh, the actual -- the lawsuit itself?</p> <p>15 A. Yes.</p> <p>16 Q. Got it. Any other documents?</p> <p>17 A. I don't believe so.</p> <p>18 Q. Okay. Have you given deposition testimony</p> <p>19 previously?</p> <p>20 A. I have.</p> <p>21 Q. About how many times?</p> <p>22 A. Once.</p> <p>23 Q. Oh, okay. Was it an employment-related</p> <p>24 matter?</p> <p>25 A. No. It was patient-related.</p>
<p style="text-align: right;">Page 14</p> <p>1 plaintiff's first interrogatories.</p> <p>2 Ms. Meehan, are you familiar with this</p> <p>3 document?</p> <p>4 A. Yes.</p> <p>5 Q. How are you familiar with it?</p> <p>6 A. I have reviewed it before.</p> <p>7 Q. Okay. And did you also provide some of</p> <p>8 the content for various answers?</p> <p>9 A. I did.</p> <p>10 Q. Which ones?</p> <p>11 A. Well, I believe that I reviewed the entire</p> <p>12 document and advised on any of the answers that I</p> <p>13 felt needed further information or correcting.</p> <p>14 There aren't any that stand out to me that I made</p> <p>15 any corrections to.</p> <p>16 Q. Okay. So then did you -- is it more</p> <p>17 accurate to say that you provided general</p> <p>18 information related to the interrogatories here in</p> <p>19 Exhibit 37 or not?</p> <p>20 A. I'm sorry. Can you repeat that?</p> <p>21 Q. Sure. I just want to make sure -- if you</p> <p>22 go to Interrogatory No. 1, that's really what I'm</p> <p>23 wanting to make sure we get some clarity on. The</p> <p>24 answer to whether -- or to who -- excuse me --</p> <p>25 provided information in answering interrogatories</p>	<p style="text-align: right;">Page 16</p> <p>1 Q. Thank you.</p> <p>2 Let's look in Exhibit 37. And I want</p> <p>3 to -- actually, give me one second, Ms. Meehan. I'm</p> <p>4 sorry.</p> <p>5 I want to go to Interrogatory 11. And the</p> <p>6 question was:</p> <p>7 "Identify any supervisor files that relate</p> <p>8 to plaintiff's employment, including disciplinary</p> <p>9 files, employment-related files, and any files</p> <p>10 maintained in the ordinary course of business</p> <p>11 related to plaintiff."</p> <p>12 The answer by Corizon Health, LLC was,</p> <p>13 "Defendant's files for plaintiff include plaintiff's</p> <p>14 personnel file and application for employment," and</p> <p>15 then "see response to Request for Production No. 5."</p> <p>16 Are you aware of any investigation file</p> <p>17 that exists about any of the incidents in</p> <p>18 Ms. Lablance's employment?</p> <p>19 A. Regarding the three that I stated?</p> <p>20 Q. Let's start there, yeah.</p> <p>21 A. I believe there is a department of</p> <p>22 corrections investigative file on the incident with</p> <p>23 the patient.</p> <p>24 Q. Okay.</p> <p>25 A. And in regards to the two other, I did not</p>

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<p style="text-align: right;">Page 17</p> <p>1 take notes during the discrimination investigation, 2 and as I said, I was just kind of involved in the 3 third investigation because of my title. 4 Q. Fair enough. Okay. 5 So I think the answer is, you don't know 6 if there's an investigation file on, for instance, 7 the issue involving the lab technician? 8 A. No, there is not. 9 Q. Okay. And then there isn't one involving 10 the HIPAA violation? 11 A. Not that I'm aware of. 12 Q. Okay. Turn to Interrogatory No. 15. 13 "Identify the policies and procedures for 14 safeguarding specimen samples, proper storage of 15 specimen samples, and proper discarding of specimen 16 samples." 17 Subpart A "Identify Corizon employees who 18 have been reprimanded for specimen-related 19 violations and refractions." 20 Subpart B "Identify any Corizon employees 21 that have been reprimanded for specimen-rela- 22 tion violations or infractions while supervised by 23 plaintiff." 24 The answer there is, "No individuals have 25 been reprimanded for specimen-related violations or</p>	<p style="text-align: right;">Page 19</p> <p>1 would be biohazardous that we would have training 2 on. 3 Q. Okay. And then would what you just 4 described also encompass storage of specimen 5 samples? 6 A. No. I don't believe that that would. I 7 believe that that -- storage of specimen samples 8 would go along with on-the-job training and 9 reference from our lab company that we use, if 10 somebody were to have a question -- 11 Q. Okay. 12 A. -- on how to store them. 13 Q. All right. And then what about how 14 employees are either informed or told or given 15 training on discarding of specimen samples? 16 A. That would be part of the infection 17 control policies, because it would be biohazard. 18 Q. Okay. Are all medical staff trained on 19 this topic of specimen samples and safety? 20 A. No. Only people that would have that -- 21 Q. Come in contact? 22 A. -- have the possibility of doing that 23 through their job duties. 24 Q. And so would the -- would Judy Harkins, a 25 lab tech, be given that training?</p>
<p style="text-align: right;">Page 18</p> <p>1 infractions, nor were they reprimanded while 2 supervised by plaintiff, because plaintiff was not 3 in a supervisory role." 4 Have I read all of that correctly? 5 A. Yes. 6 Q. All right. What are the policies and 7 procedures for safeguarding specimen samples? 8 A. I don't have the specific policy names. I 9 know that personal protective equipment is 10 utilized -- the appropriate personal protective 11 equipment is utilized when handling specimens. 12 There's training done regarding labeling of 13 specimens and completion of paperwork for specimens. 14 Those two things are more on-the-job training than 15 written in a policy or procedure to show someone how 16 to properly do those things. 17 Q. So with regards to any policy that Corizon 18 has, is it your testimony that one does not exist 19 for safeguarding specimen samples? 20 A. I don't believe that one doesn't exist. I 21 can't think off of the top of my head of what the 22 name of that would be. We have an infection control 23 manual that I believe would have something about 24 specimen handling. I know it talks about biohazard 25 and blood and bodily fluids or tissue for a sample</p>	<p style="text-align: right;">Page 20</p> <p>1 A. Yes. 2 Q. And also that expectation to follow that 3 training? 4 A. Yes. 5 Q. Would Terri Lablance been given that 6 training? 7 A. Yes. 8 Q. And also expected to follow that training? 9 A. Yes. 10 Q. Okay. Is it your understanding that 11 Judy Harkins was not reprimanded in relation to the 12 complaint that Ms. Lablance made about their 13 interaction? 14 A. Yes. 15 Q. Okay. And Ms. Lablance was also not 16 reprimanded; is that right? 17 A. Correct. 18 Q. Okay. Turn to Interrogatory No. 17. 19 A. Okay. 20 Q. The interrogatory reads: "Identify any 21 complaints of race, harassment, or discrimination, 22 and describe the nature of such complaints received 23 as a result of the sharing of plaintiff's medical 24 records amongst Corizon staff." 25 The answer by Corizon was, "Plaintiff</p>

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<p style="text-align: right;">Page 21</p> <p>1 complained to Corizon regarding access to medical 2 records on March 13th, 2019, after her employment 3 had already ended, and Corizon immediately 4 investigated and disciplined multiple employees 5 involved in the incident, which included discharging 6 Dr. Epperson and Ms. Kirby." 7 Have I read all of that accurately? 8 A. Yes. 9 Q. Okay. With regards to the question, while 10 inartful, the answer appears to be related to the 11 second half of the question. And I'm labeling the 12 second half of the question as what starts at 13 "Discrimination." Do you see that? 14 A. Yes. 15 Q. Okay. I'm sorry. It starts with "And." 16 Have there been any complaints by 17 Ms. Lablance of race harassment or discrimination? 18 A. Yes. 19 Q. Okay. How many? 20 A. To my knowledge, one. 21 Q. Okay. And which one is that? 22 A. That is of the incident with the lab tech. 23 Q. Okay. And that is the one that you 24 investigated; right? 25 A. Yes.</p>	<p style="text-align: right;">Page 23</p> <p>1 that you do have direct knowledge of, because you 2 investigated it, the incident with her and the lab 3 tech? 4 A. Yes. 5 Q. All right. Of the first three I 6 mentioned, Ms. Barker, security officer and her bag, 7 security officer and the opening of a door, do you 8 know whether or not those were investigated? 9 A. I know that Anna Barker incident was 10 investigated. 11 Q. Okay. What about the -- do you know 12 whether or not the security -- the two security 13 incidents were investigated? 14 A. I do not. 15 Q. Okay. Who would I talk to to find that 16 out? 17 A. I don't know if they were reported. 18 Q. Okay. In the answer to Interrogatory 19 No. 17, it's noted that in parentheses there, 20 Ms. Lablance's complaint about the access of her 21 medical records came after her employment had 22 already ended. Do you see that there? 23 A. Yes. 24 Q. Does that matter? 25 A. No.</p>
<p style="text-align: right;">Page 22</p> <p>1 Q. Okay. 2 A. I'd like to add to my direct knowledge. 3 Q. Please. 4 A. I've heard other -- by sitting in other 5 depositions, I'm aware of other incidents that she 6 states were reported. 7 Q. Okay. And what are the other ones that 8 you're aware of now? 9 A. I recall her -- I apologize -- 10 Ms. Lablance speaking about an incident with 11 security when she came in, questioning what she had 12 in her bag. Another incident I recall her stating 13 was an officer opening her door while she was in 14 with a patient without knocking. 15 Q. Any others? 16 A. And I'm aware of the incident with 17 Anna Barker, the clerk. 18 Q. Any others? 19 A. Nothing I can think of at this time. 20 Q. I believe we -- I believe you just listed 21 off four, one being an incident involving 22 Anna Barker; another being an incident involving a 23 security officer and the searching of her bag; the 24 third incident being an officer opening the door 25 while she was in with a patient, and then the one</p>	<p style="text-align: right;">Page 24</p> <p>1 Q. Okay. Can you give me your opinion on why 2 it doesn't matter? 3 A. It was a HIPAA violation, and HIPAA is -- 4 it doesn't -- it's a federal law. It doesn't matter 5 regarding employment. 6 Q. Does Corizon have procedures in place to 7 protect against that type of violation? 8 A. We have annual training regarding HIPAA. 9 Q. Anything else? 10 A. The medical records are password 11 protected, as far as you have to have credentials to 12 access the medical records, so not anybody could 13 just come in and look at a medical record. 14 Q. And then in your opinion -- do you have 15 any cause for concern that that type of behavior has 16 happened to any other individuals? 17 A. Can you repeat that? 18 Q. Sure. Do you have any cause for concern 19 or any reason to be concerned that Dr. Epperson and 20 Ms. Kirby accessing a record in violation of HIPAA 21 is occurring to anyone else or being done by anyone 22 else employed by Corizon? 23 If you don't understand, tell me. 24 A. I'm just trying to think how to answer it. 25 Do I have a concern that this is happening?</p>

6 (Pages 21 to 24)

<p style="text-align: right;">Page 25</p> <p>1 Q. Yeah.</p> <p>2 A. Well, I'm aware that it has happened, but</p> <p>3 I don't believe, routinely, that our employees</p> <p>4 access medical records that they shouldn't be</p> <p>5 accessing.</p> <p>6 Q. Okay. Does this incident make you think</p> <p>7 that maybe there's some broader questions that need</p> <p>8 to be asked?</p> <p>9 MR. MATULA: Objection. Vague.</p> <p>10 Q. (By Mr. Nugent) Do you understand the</p> <p>11 question?</p> <p>12 A. I understand that since this was brought</p> <p>13 forward, do I think that other people are probably</p> <p>14 doing the same thing? Is that --</p> <p>15 Q. Yup.</p> <p>16 A. -- what you're asking me?</p> <p>17 Q. Absolutely.</p> <p>18 A. No, I don't believe so.</p> <p>19 Q. Thank you. But do you know?</p> <p>20 A. No, I don't know.</p> <p>21 Q. Okay. Ms. Meehan, I've handed you what's</p> <p>22 been marked as Deposition Exhibit 38.</p> <p>23 (Deposition Exhibit No. 38 was marked for</p> <p>24 identification.)</p> <p>25 Q. (By Mr. Nugent) Can you tell me what this</p>	<p style="text-align: right;">Page 27</p> <p>1 A. I don't know.</p> <p>2 Q. Do you see "action date"?</p> <p>3 A. Yes.</p> <p>4 Q. What is that?</p> <p>5 A. I don't know.</p> <p>6 Q. Let's go to Terri Lablance's line. She's</p> <p>7 on Corizon 987. Do you see her name there?</p> <p>8 A. I do.</p> <p>9 Q. All right. And start date June 12, 2017;</p> <p>10 right?</p> <p>11 A. Yes.</p> <p>12 Q. And then the term date and the action date</p> <p>13 are different. Does that give you any insight as to</p> <p>14 what those two dates are?</p> <p>15 A. I still don't know what the action date</p> <p>16 is.</p> <p>17 Q. Okay. What is "type"? Do you see that</p> <p>18 column?</p> <p>19 A. "H" is for hourly and "S" is for salary.</p> <p>20 Q. Thank you. And then what is "contract"</p> <p>21 referring to?</p> <p>22 A. Which of Corizon's contract the employee</p> <p>23 works under.</p> <p>24 Q. Is that -- so when it says "Missouri</p> <p>25 contract," does that mean the contract that Corizon</p>
<p style="text-align: right;">Page 26</p> <p>1 is?</p> <p>2 A. It appears to be a list of employees that</p> <p>3 work or have worked at Chillicothe Correctional</p> <p>4 Center.</p> <p>5 Q. Okay. Did you put this together?</p> <p>6 A. No.</p> <p>7 Q. Who did?</p> <p>8 A. I don't know.</p> <p>9 Q. Okay. At the top -- I'm sorry -- and for</p> <p>10 the record, this is Corizon 986 through 988.</p> <p>11 Tell me what "rehire date" means.</p> <p>12 A. That they were previously employed with us</p> <p>13 and left employment and then returned.</p> <p>14 Q. And then "term date," do you know whether</p> <p>15 that is voluntary or involuntary or both?</p> <p>16 A. It's all separation from the company.</p> <p>17 Q. Thank you. And do you see action?</p> <p>18 A. Yes.</p> <p>19 Q. What is that?</p> <p>20 A. I do not know.</p> <p>21 Q. Who do I ask to find that out?</p> <p>22 A. Our HR business partner, Makisa Upton, may</p> <p>23 know.</p> <p>24 Q. So is action referring to an HR-related</p> <p>25 issue?</p>	<p style="text-align: right;">Page 28</p> <p>1 has with the Missouri Department of Corrections?</p> <p>2 A. Yes.</p> <p>3 Q. Thank you. What's "org relation"?</p> <p>4 A. How the person is categorized. "EMP" is</p> <p>5 employee. Other relations might be a subcontractor.</p> <p>6 Q. And what would the acronym be for a</p> <p>7 subcontractor?</p> <p>8 A. "SUB."</p> <p>9 Q. Okay. I want to ask you about some of the</p> <p>10 codes in here. Do you see on the same page as</p> <p>11 Ms. Lablance, Bailey Ratliff?</p> <p>12 A. Yes.</p> <p>13 Q. And it says "LPN" as a job title?</p> <p>14 A. Yes.</p> <p>15 Q. What is that?</p> <p>16 A. Licensed practical nurse.</p> <p>17 Q. Are they different than nurse</p> <p>18 practitioners?</p> <p>19 A. They are.</p> <p>20 Q. Okay. Do they have more schooling or less</p> <p>21 schooling than --</p> <p>22 A. Less.</p> <p>23 Q. Less? Okay.</p> <p>24 A. Yes.</p> <p>25 Q. Sorry for the rudimentary question.</p>

7 (Pages 25 to 28)

<p style="text-align: right;">Page 29</p> <p>1 A. That's okay.</p> <p>2 Q. And do you see where it says "Dismissed</p> <p>3 violate rules policy"?</p> <p>4 A. Yes.</p> <p>5 Q. Do you know what rules or policy</p> <p>6 Ms. Bailey violated?</p> <p>7 A. I don't recall.</p> <p>8 Q. But you do recall that employee?</p> <p>9 A. I don't.</p> <p>10 Q. Okay. Do you know why Rebekah Shermuly</p> <p>11 was dismissed?</p> <p>12 A. I don't.</p> <p>13 Q. If you would go to the first page for me.</p> <p>14 Do you see Anna Barker there?</p> <p>15 A. I do.</p> <p>16 Q. What rule or policy did she violate?</p> <p>17 A. I would say harassment.</p> <p>18 Q. And then what about Joyce Gilgour?</p> <p>19 A. Hers was a performance issue.</p> <p>20 Q. And then what -- like, what type of</p> <p>21 performance issue, if you remember?</p> <p>22 A. She was a clerk, and it was regarding</p> <p>23 scheduling of patient care.</p> <p>24 Q. And what about Carol Holloway?</p> <p>25 A. Falsifying time records.</p>	<p style="text-align: right;">Page 31</p> <p>1 A. She may have gone to Crossroads to</p> <p>2 orientate some with another nurse practitioner.</p> <p>3 Q. Okay.</p> <p>4 A. I do not recall she saw patients there on</p> <p>5 her own.</p> <p>6 Q. Okay.</p> <p>7 A. To the best of my recollection.</p> <p>8 Q. And that's fair. I guess my point was</p> <p>9 really trying to get at -- I don't know who ran this</p> <p>10 report, I don't know how they ran it; I just want to</p> <p>11 confirm if Dr. Epperson should be on here. It seems</p> <p>12 like she should be to me, as somebody who was</p> <p>13 reporting to Chillicothe. Would you agree with</p> <p>14 that?</p> <p>15 A. I would agree with that.</p> <p>16 Q. Okay. So then are there other names that</p> <p>17 aren't on here that should be?</p> <p>18 A. That's hard for me to answer, because I</p> <p>19 don't know the time frame of when this report is</p> <p>20 supposed to have captured individuals.</p> <p>21 Q. Let's talk about Dr. Epperson. If she</p> <p>22 were on here, what would her job title be?</p> <p>23 A. Medical director.</p> <p>24 Q. Okay. And what would her term date be?</p> <p>25 A. The same as Ms. Kirby, so 3/25 of '19.</p>
<p style="text-align: right;">Page 30</p> <p>1 Q. And Valicia Kirby?</p> <p>2 A. HIPAA violation.</p> <p>3 Q. Do you see Dr. Epperson on here -- there</p> <p>4 she is. Is that -- is that her name, Brooke?</p> <p>5 A. No. That is not her. I do not see her</p> <p>6 name on here.</p> <p>7 Q. She should be on here; right?</p> <p>8 A. Yes.</p> <p>9 Q. And --</p> <p>10 A. Let me clarify that.</p> <p>11 Q. Okay.</p> <p>12 A. I don't know where this report came from</p> <p>13 or how it was ran regarding the parameters that was</p> <p>14 used to run it. Since I believe this to be</p> <p>15 employees who have worked at Chillicothe or</p> <p>16 currently work at Chillicothe, I would presume she</p> <p>17 should be on this list.</p> <p>18 Q. And that's fair. And there's been some</p> <p>19 talk at some point, employees can maybe go between</p> <p>20 two facilities. I think Ms. Lablance was one who,</p> <p>21 in the beginning of her employment, was bouncing</p> <p>22 between Crossroads and Corizon. Does that sound</p> <p>23 right?</p> <p>24 A. Crossroads and Chillicothe?</p> <p>25 Q. Yes. Sorry. Crossroads and Chillicothe.</p>	<p style="text-align: right;">Page 32</p> <p>1 Q. And what would the description be?</p> <p>2 A. Dismissed, violate rules policy.</p> <p>3 Q. And which policy and/or rule?</p> <p>4 A. HIPAA violation.</p> <p>5 Q. And what is her ethnic group?</p> <p>6 A. White.</p> <p>7 Q. The only African-American on this list is</p> <p>8 Ms. Lablance; is that right?</p> <p>9 A. Yes.</p> <p>10 Q. Thank you.</p> <p>11 Ms. Meehan, let's do this. I want to dig</p> <p>12 into the three incidents that you investigated, and</p> <p>13 I'm going to have a bunch of questions about each</p> <p>14 specific incident, just trying to go keep it in</p> <p>15 order.</p> <p>16 A. Okay.</p> <p>17 Q. Before doing that, help me understand, how</p> <p>18 did you learn how to do the investigation that you</p> <p>19 were tasked with doing? And, in particular, the one</p> <p>20 that you did in this case for the incident with the</p> <p>21 lab tech. How did you learn how to do</p> <p>22 investigations?</p> <p>23 A. When I was first a manager, we went to our</p> <p>24 St. Louis office. We had a corporate office in</p> <p>25 St. Louis, and as new managers, you would go there</p>

8 (Pages 29 to 32)

1 for a week, and we would get different aspects of
 2 orientation, and one of them was HR-related issues
 3 and corrective action and investigating and ...
 4 **Q. So that was something put on by Corizon?**
 5 A. Yes.
 6 **Q. Okay. Have you -- you became a manager or**
 7 **supervisor in 2010?**
 8 A. 2006.
 9 **Q. 'Six.**
 10 A. Uh-huh.
 11 **Q. So that training happened for you in 2006,**
 12 **approximately?**
 13 A. Yes.
 14 **Q. Okay. And have you had reinstallments of**
 15 **that training since 2006?**
 16 A. No.
 17 **Q. Okay. What do you remember about that**
 18 **training on how to do investigations?**
 19 A. We did role-playing where the HR person
 20 was the employee and we were the manager and learned
 21 how to ask them questions about different scenarios.
 22 They had scenarios set up, and what we were supposed
 23 to try and find out. And they would also coach
 24 us -- you know, if we weren't getting to the right
 25 information, then they would coach us through how to

1 ask more questions -- you know, open-ended questions
 2 to get more information and to use HR as a resource
 3 for investigating things that -- if we needed to.
 4 **Q. Okay. And then what types of training did**
 5 **you receive in 2006 about documenting your**
 6 **investigative process?**
 7 A. I don't recall any specifics about
 8 documenting as we investigated, just that if there
 9 was an investigation that produced documentation,
 10 then we would put that in a folder and it would be
 11 labeled whatever the investigation was.
 12 **Q. Okay. All right. So then in starting**
 13 **with the first incident you investigated that**
 14 **involved Ms. Lablance -- it's got my notes on it, so**
 15 **don't --**
 16 A. Oh, okay.
 17 **Q. You're fine, though.**
 18 **First in your list to me was patient -- a**
 19 **patient who was crawling, and Ms. Lablance witnessed**
 20 **it?**
 21 A. Yes.
 22 **Q. Okay. Do you recall when this happened or**
 23 **approximately when?**
 24 A. I believe it would have been before
 25 February of 2018, only because I recall who the

1 administrator was.
 2 **Q. And the administrator was?**
 3 A. Teresa McWhorter.
 4 **Q. And so if it's before February of '18,**
 5 **it's also after June 1 of '17?**
 6 A. Yes.
 7 **Q. And do you recall who the Corizon employee**
 8 **was interacting with the patient?**
 9 A. It was a nurse, Judy Davis.
 10 **Q. Okay. How did this incident come to your**
 11 **attention?**
 12 A. I believe the administrator brought it to
 13 my attention, that she called me.
 14 **Q. So Ms. McWhorter called you?**
 15 A. Yes.
 16 **Q. And what were you asked to investigate?**
 17 A. What had occurred, why the patient was
 18 crawling on the floor. And, really, again, this is
 19 more an investigation where I was involved by --
 20 because of my title. Once the DOC was made aware of
 21 the incident, they did the actual investigation.
 22 **Q. You say "involved because of your title."**
 23 **Your title puts you in a position to kind of be that**
 24 **person at times; is that right?**
 25 A. Yes.

1 **Q. All right. And was it an investigation**
 2 **because the patient had complained or someone else?**
 3 A. I don't recall if the patient complained
 4 and then they -- that we started the investigation
 5 or if a staff member had come and said, This is
 6 going on, and the investigation started from there.
 7 **Q. Okay. And was the -- from your role in**
 8 **the investigation, was it -- were you looking into**
 9 **the care given to the patient, or were you looking**
 10 **into the conduct of a Corizon employee? I guess I**
 11 **don't understand what you were tasked with.**
 12 A. It would have been the conduct of the
 13 employee --
 14 **Q. Okay.**
 15 A. -- regarding the care of the patient. I
 16 mean, kind of both.
 17 **Q. Was the patient African-American?**
 18 A. I don't believe so.
 19 **Q. Okay. Was the -- do you recall how the**
 20 **investigation resolved itself or what the outcome**
 21 **was?**
 22 A. The department of corrections did the
 23 formal investigation. I know Corizon terminated
 24 Judy Davis, the nurse who was the primary person
 25 taking care of the patient.

1 **Q. Why?**
2 A. I'm sorry?
3 **Q. Why?**
4 A. Because the patient was crawling on the
5 floor, and she wasn't doing anything to assist the
6 patient. And I believe she threw a shoe at her, as
7 well.
8 **Q. Was the patient crawling because of**
9 **something Judy had done?**
10 A. No.
11 **Q. Okay.**
12 A. There were other medical staff who also
13 received corrective action for being witness to the
14 incident and not acting on the incident.
15 **Q. Who was that?**
16 A. I believe Ms. Lablance was one involved
17 who received corrective action for that. I believe
18 there was another medical staff, but I can't recall
19 who that was. There was a couple -- two officers, I
20 believe, also, but I don't know anything about their
21 disposition after the fact.
22 **Q. That's fair. Do you recall what**
23 **corrective action Ms. Lablance received?**
24 A. I believe for not intervening in the
25 situation.

1 **Q. And then what level of discipline?**
2 A. I believe it was a final written warning.
3 **Q. Given to Ms. Lablance?**
4 A. I believe so.
5 **Q. Okay. Did the other medical staff person**
6 **receive a final written warning?**
7 A. Since I can't recall who that was, I
8 can't --
9 **Q. You don't know?**
10 A. Yes.
11 **Q. That's all right.**
12 I haven't seen a final written warning
13 given to Ms. Lablance. Would it be something that
14 should have been in her personnel file?
15 A. Yes.
16 **Q. Okay. Were you a part of the team that**
17 **assessed what level of reprimand should be given to**
18 **the medical staff?**
19 A. Yes, I would have been part of that
20 discussion.
21 **Q. And was it your recommendation that she**
22 **should receive a final written warning?**
23 A. I would say, yes, it most likely was my
24 recommendation that she receive a final written
25 warning.

1 **Q. Okay. Do you recall the other medical**
2 **staff person's name who was -- name or names that**
3 **were witnesses?**
4 A. I don't without --
5 **Q. Okay.**
6 A. -- looking back at the report.
7 **Q. How do you remember that Ms. Lablance was**
8 **involved, though?**
9 A. I believe it was in my review of
10 preparation.
11 **Q. Okay. Which document? Do you remember?**
12 A. I thought it was the corrective action
13 itself.
14 **Q. Okay.**
15 MR. MATULA: We've been going about an
16 hour, if you want to take a break. I can also try
17 to get to the bottom of this document issue, because
18 I don't -- I'm not sure of the testimony, either.
19 If you want to finish up something, I just -- we've
20 been going about an hour.
21 MR. NUGENT: How are you doing? Do you
22 need a break?
23 THE WITNESS: I could take a break.
24 MR. NUGENT: Then let's take a break.
25 VIDEOGRAPHER: We are off the record. The

1 time is 12:54 p.m.
2 (A recess was taken.)
3 VIDEOGRAPHER: We are back on the record.
4 The time is 2:00 p.m.
5 **Q. (By Mr. Nugent) Ms. Meehan, we are back on**
6 **the record after a short break. You understand that**
7 **you are still under oath; right?**
8 A. Yes.
9 **Q. To tell the truth?**
10 A. Yes.
11 **Q. All right. And I forgot to ask you this,**
12 **but you're not taking any medication that could**
13 **impact your ability to remember, are you?**
14 A. No.
15 **Q. Okay. So you're of clear mind?**
16 A. Yes.
17 **Q. All right. I know that we were diving**
18 **into the investigations that you've done, and we**
19 **were wrapping up with regard to the investigation**
20 **involving a patient and Ms. Davis that Ms. Lablance**
21 **witnessed. What I want to confirm, did you take**
22 **notes in that investigation?**
23 A. I did not.
24 **Q. Okay. Would you grab the exhibit with all**
25 **of the names of Chillicothe employees. Is that 38?**

<p style="text-align: right;">Page 41</p> <p>1 A. Yes.</p> <p>2 Q. And is Judy Davis's name on there?</p> <p>3 A. Yes.</p> <p>4 Q. Okay. And what's the reason for her</p> <p>5 termination?</p> <p>6 A. Dismiss, client lockout.</p> <p>7 Q. What does that mean?</p> <p>8 A. That DOC revoked her clearance to enter</p> <p>9 the facility.</p> <p>10 Q. Is that a reprimand of the DOC or a</p> <p>11 reprimand of Corizon?</p> <p>12 A. If their clearance is revoked to enter the</p> <p>13 facility, they can no longer be employed with us</p> <p>14 because they can't enter the facility.</p> <p>15 Q. So you need one --</p> <p>16 A. Yes.</p> <p>17 Q. -- with the other?</p> <p>18 A. (Witness nods.)</p> <p>19 Q. Okay. Under her is Edna DeCastro, was</p> <p>20 also dismissed, client lockout. What did Edna do?</p> <p>21 A. To the best of my recollection, the site</p> <p>22 administration had concerns regarding her patient</p> <p>23 care.</p> <p>24 Q. And then the DOC said she couldn't come?</p> <p>25 A. Correct.</p>	<p style="text-align: right;">Page 43</p> <p>1 recommendation?</p> <p>2 A. No.</p> <p>3 Q. Okay. Why not?</p> <p>4 A. The investigation was conducted by DOC.</p> <p>5 Q. Understood. Let's talk about Ms. Barker.</p> <p>6 The documents are going to be in this stack, and it</p> <p>7 should have 12 in the bottom corner. Do you have</p> <p>8 one? Because I've got it --</p> <p>9 A. Thank you.</p> <p>10 Q. There you go.</p> <p>11 How did you first become aware of the</p> <p>12 conversation between Ms. Lablance and Ms. Barker?</p> <p>13 A. The health service administrator contacted</p> <p>14 me.</p> <p>15 Q. And that was Teresa McWhorter?</p> <p>16 A. Yes.</p> <p>17 Q. All right. Did she contact you by phone</p> <p>18 or email?</p> <p>19 A. I don't not recall.</p> <p>20 Q. What did you do after that conversation</p> <p>21 with Ms. McWhorter? What is the next thing you did?</p> <p>22 A. I would have advised her to give -- get</p> <p>23 statements of witnesses.</p> <p>24 Q. Okay. So let's look at page -- it says</p> <p>25 Corizon 4. It's the second page.</p>
<p style="text-align: right;">Page 42</p> <p>1 Q. Which meant Corizon had to let her go?</p> <p>2 A. Correct.</p> <p>3 Q. Do you recall how the DOC found out?</p> <p>4 A. I don't.</p> <p>5 Q. Okay. Do you know whether or not the</p> <p>6 department of corrections in their investigation</p> <p>7 took notes?</p> <p>8 A. I do not.</p> <p>9 Q. And what I mean by "took notes," I'm</p> <p>10 referring to the incident involving Judy Davis. Let</p> <p>11 me ask it again. We like to keep that clear.</p> <p>12 Do you know if the department of</p> <p>13 corrections, in investigating the incident involving</p> <p>14 an inmate/patient and Judy Davis was -- there were</p> <p>15 notes taken by the department of corrections? Do</p> <p>16 you know whether or not there were?</p> <p>17 A. I do not know if there were.</p> <p>18 Q. Thank you. We're going to depart for just</p> <p>19 a little bit from the three incidents you</p> <p>20 investigated, and we're going to talk about</p> <p>21 Ms. Barker. All right?</p> <p>22 A. Okay.</p> <p>23 Q. But prior to that, when you concluded your</p> <p>24 investigation involving Judy Davis and Ms. Lablance,</p> <p>25 did you, like, draft a conclusion document with a</p>	<p style="text-align: right;">Page 44</p> <p>1 This is an email from Teresa McWhorter to</p> <p>2 Heather Dale and Jenny Meehan. Who is Heather Dale?</p> <p>3 A. HR.</p> <p>4 Q. And --</p> <p>5 A. I don't recall her exact title.</p> <p>6 Q. That's fine. And there's an attachment</p> <p>7 that says -- or that is RFT. What's RFT?</p> <p>8 A. Recommended for termination.</p> <p>9 Q. Okay. So who is making the</p> <p>10 recommendation?</p> <p>11 A. Teresa.</p> <p>12 Q. All right. Do you have any say in that</p> <p>13 recommendation?</p> <p>14 A. Yes.</p> <p>15 Q. What say is that?</p> <p>16 A. I'm -- at the time, I was one of the final</p> <p>17 approvers for termination.</p> <p>18 Q. Okay. Who were the final approvers for</p> <p>19 termination?</p> <p>20 A. It would have been Heather Dale, myself,</p> <p>21 and it looks like Cindy Schupp.</p> <p>22 Q. And where do you see that -- or how do you</p> <p>23 know that?</p> <p>24 A. When Heather sent the final form, her</p> <p>25 email here that she concurs with the RFT for</p>

<p style="text-align: right;">Page 45</p> <p>1 Anna Baker, use this as an official copy. She asked</p> <p>2 for mine and Cindy's concurrence.</p> <p>3 Q. Thank you. Do you know if Cindy</p> <p>4 concurred?</p> <p>5 A. I believe so.</p> <p>6 Q. Okay. Why do you believe so?</p> <p>7 A. Because Anna Barker was terminated.</p> <p>8 Q. Did it take all three of you?</p> <p>9 A. It did.</p> <p>10 Q. Okay. If one of you objected, what</p> <p>11 happens?</p> <p>12 A. There would be further discussion on why</p> <p>13 that person doesn't agree that termination is the</p> <p>14 appropriate avenue.</p> <p>15 Q. Okay. And then as a result of that</p> <p>16 conversation, what happens? Let me ask it a</p> <p>17 different way.</p> <p>18 Who is the trump card? Who gets to say it</p> <p>19 happening, even if there's dissent?</p> <p>20 A. The vice president of operations.</p> <p>21 Q. Which is who?</p> <p>22 A. I don't recall if in August of 2017 if</p> <p>23 Ralf Salke was still the vice president of</p> <p>24 operations or if Rhonda Almanza was. I can't</p> <p>25 recall.</p>	<p style="text-align: right;">Page 47</p> <p>1 A. Yes.</p> <p>2 Q. Do you know if she was told to write that</p> <p>3 or not?</p> <p>4 MR. MATULA: Vague. As to the statement</p> <p>5 entirety or that specific line?</p> <p>6 Q. (By Mr. Nugent) Do you know what I'm</p> <p>7 talking about?</p> <p>8 A. Are you referring to the subject?</p> <p>9 Q. Great question. The subject "words out of</p> <p>10 context" in that phrase right there, do you know if</p> <p>11 that was what she was told to put down, or did she</p> <p>12 write that herself -- come up with that on her own?</p> <p>13 A. I don't know.</p> <p>14 Q. You don't know. Fair enough.</p> <p>15 What's your opinion of her statement?</p> <p>16 A. Awful.</p> <p>17 Q. Her statement is awful or what she said</p> <p>18 was awful?</p> <p>19 A. Oh. What she said was awful.</p> <p>20 Q. Okay. I want to get your synopsis of what</p> <p>21 happened. What's your opinion of that?</p> <p>22 MR. MATULA: I'm going to object as vague.</p> <p>23 There's some aspect of that that I think is vague,</p> <p>24 but go ahead. Do your best.</p> <p>25 Q. (By Mr. Nugent) Do you understand my</p>
<p style="text-align: right;">Page 46</p> <p>1 Q. Okay.</p> <p>2 A. Who was the VPO at that time?</p> <p>3 Q. But, ultimately, if Heather Dale, Jenny</p> <p>4 Meehan, and Cindy Schupp don't all agree --</p> <p>5 A. Uh-huh.</p> <p>6 Q. -- the three of you take the issue to</p> <p>7 either Ralf Salke or -- the other name?</p> <p>8 A. Rhonda Almanza.</p> <p>9 Q. Rhonda Almanza. Is that right?</p> <p>10 A. Yes.</p> <p>11 Q. Okay. Have you had situations where that</p> <p>12 has had to occur?</p> <p>13 A. Not that I can recall.</p> <p>14 Q. Okay. Why did you recommend termination?</p> <p>15 A. Because her comments violated the</p> <p>16 harassment policy.</p> <p>17 Q. Prior to making that recommendation, did</p> <p>18 you review all of the statements?</p> <p>19 A. Yes.</p> <p>20 Q. Which includes Ms. Barker's statement,</p> <p>21 which is the last document in that packet. Do you</p> <p>22 see that?</p> <p>23 A. Yes.</p> <p>24 Q. Do you see where the subject says "Words</p> <p>25 out of context"?</p>	<p style="text-align: right;">Page 48</p> <p>1 question? If you don't, tell me. I'm not trying to</p> <p>2 trick you, really.</p> <p>3 A. Can you repeat it, please?</p> <p>4 Q. Yeah. She -- this is Ms. Barker's account</p> <p>5 of what happened. I'm asking you, in general,</p> <p>6 what's your opinion of her account?</p> <p>7 MR. MATULA: It's -- you do your best.</p> <p>8 It's still vague. I mean, aspects of -- I don't</p> <p>9 want to get in your record with a speaking</p> <p>10 objection, but it's vague in a lot of ways.</p> <p>11 MR. NUGENT: Thank you.</p> <p>12 A. Her opinion -- my opinion of her account?</p> <p>13 Q. Let's do it this way -- it's okay. It</p> <p>14 doesn't have to be harder than it is.</p> <p>15 Follow along with me. All right?</p> <p>16 A. Okay.</p> <p>17 Q. I am towards the top where it says "I</p> <p>18 replied."</p> <p>19 "I replied, 'It is the antenna off my</p> <p>20 radio that I had nigger-rigged up in my room so my</p> <p>21 radio would come in.'"</p> <p>22 That's the first time she says it right</p> <p>23 there. What's your opinion of that?</p> <p>24 A. That she's reporting what she said.</p> <p>25 Q. Okay. She's reporting it. All right.</p>

12 (Pages 45 to 48)

<p style="text-align: right;">Page 49</p> <p>1 And then "Lablance said, 'What,' so I repeated it 2 again." 3 Earlier while you were in here, 4 Dr. Lovelace said he didn't believe Ms. Barker's 5 statement because there had been training, and, in 6 particular, the part at the end where it says "I did 7 not know that I could get in trouble for what I said 8 until I got called to your office." 9 Do you believe Ms. Barker is telling the 10 truth? 11 MR. MATULA: Objection. Vague. On what 12 exact part? 13 MR. NUGENT: I just read it. 14 MR. MATULA: Why do you want it? 15 MR. NUGENT: "I didn't know I could get in 16 trouble for what I said until I got called to your 17 office." 18 MR. MATULA: Okay. Well, a couple of 19 things. That accurately summarizes Dr. Lovelace's 20 testimony, and in your last question, you're 21 referring to other parts of the statement that 22 included but was not limited to that one sentence. 23 So you're asking her a different question than you 24 asked Lovelace in referring to his answer. 25 MR. NUGENT: Thank you.</p>	<p style="text-align: right;">Page 51</p> <p>1 corrective action"? 2 A. Yes. 3 Q. And there are a couple of items there. 4 "Date of first written counseling, N/A." Is that 5 not applicable? 6 A. It is. 7 Q. And then also for -- it's not applicable 8 for "Second written counseling or a final written 9 warning." 10 Does Corizon have a progressive discipline 11 model? 12 A. We do. 13 Q. And can you skip steps? 14 A. You can. 15 Q. Was this one that warranted skipping 16 steps? 17 A. Yes. 18 Q. In the middle of the paragraph below where 19 we just were, it says, "This personal misconduct is 20 detrimental to the rights and safety of herself, 21 coworkers, institutional employees, and inmates." 22 What rights? 23 A. To be treated respectfully and 24 professionally in the workplace. 25 Q. Okay. Were you present for Ms. Barker's</p>
<p style="text-align: right;">Page 50</p> <p>1 Q. (By Mr. Nugent) Ms. Meehan, do you believe 2 that Ms. Barker didn't know she could get in 3 trouble? 4 A. No, I do not. 5 Q. Why? 6 A. Because we provide training regarding 7 harassment. 8 Q. Do you believe that -- well -- I'm not 9 going to ask that. 10 Were you -- what was your role in 11 reviewing -- or did you review what Ms. Meehan had 12 done to investigate this? 13 A. I reviewed the statements that she 14 obtained, and there was a discussion with Teresa and 15 myself and HR regarding the incident. 16 Q. Okay. Were you satisfied with what 17 Ms. McWhorter had done to investigate this? 18 A. Yes. 19 Q. All right. As we discussed, the three of 20 you -- you, Ms. Dale, and Ms. Schupp -- all agreed 21 on the recommendation for termination; right? 22 A. Yes. 23 Q. And I believe that that is on Corizon 5. 24 Will you turn to that for me? 25 Do you see where it says "Date of previous</p>	<p style="text-align: right;">Page 52</p> <p>1 termination? 2 A. I don't believe so. 3 Q. Okay. Do you know if statements -- do you 4 know if that particular phrase had been used 5 before -- before this? 6 A. Not to my knowledge. 7 Q. Okay. After the termination of 8 Ms. Barker, were you satisfied that that was all 9 that needed to be done for this incident? 10 A. Yes. 11 Q. Okay. Were there any other -- was there 12 discussion about any other steps or actions to be 13 taken outside of the termination? 14 A. Not that I recall. 15 Q. Did anyone discuss whether training should 16 happen as a result of this? 17 A. Not that I recall. 18 Q. Okay. If it had -- if that discussion had 19 happened, would you remember it? 20 A. I believe if that discussion had happened, 21 the training would have happened, and we would have 22 documentation that that occurred. 23 Q. Were you a part of Ms. Lablance's 24 interview process? 25 A. No.</p>

13 (Pages 49 to 52)

1 Q. Okay. What about her on-boarding process?
 2 A. No.
 3 Q. Okay. When did you become aware that she
 4 was an employee? When's the first time you became
 5 aware?
 6 A. I am copied on email correspondence from
 7 the recruiters to the sites, so I would have been
 8 aware that they were pursuing her and getting her
 9 ready for employment.
 10 Q. Understood. At the time that the
 11 Anna Barker incident and Ms. Lablance's conversation
 12 happened, did you have any concerns about the timing
 13 of it, in that it's in August of '17, and
 14 Ms. Lablance started in June of '17?
 15 A. No.
 16 Q. Okay. Let's talk about, Ms. Meehan --
 17 Hollie Hild. I believe this is in there -- this
 18 exhibit is in there at 13.
 19 Are you familiar with Hollie Hild?
 20 A. I am.
 21 Q. And is that through your employment at
 22 Corizon?
 23 A. Yes.
 24 Q. She still employed with Corizon?
 25 A. No.

1 Q. When did she leave?
 2 A. May of '18, maybe the first week of June
 3 of '18. It was ...
 4 Q. Okay. So not long after Exhibit 13 was
 5 created?
 6 A. Correct.
 7 Q. This is a memo in a file done by Ms. Hild.
 8 And in regards to issue, as Ms. Hild says,
 9 "Unprofessional behavior during a provider meeting
 10 on 4/26 of '18."
 11 Did you speak with Ms. Hild about this?
 12 A. Not that I recall, this incident.
 13 Q. Okay. Was there another incident that you
 14 talked to Ms. Hild with regarding Ms. Lablance?
 15 A. No.
 16 Q. Okay. Did you talk with Ms. Lablance at
 17 all about Ms. Kirby throwing a pen or a pencil in a
 18 meeting?
 19 A. No.
 20 Q. Are you aware of whether or not Ms. Kirby
 21 threw a pen or pencil in a meeting?
 22 A. No.
 23 Q. Lastly on Exhibit 13, do you see there's
 24 handwriting towards the bottom right-hand corner? I
 25 think that's "LC." Is that what you would take away

1 as --
 2 A. Yes.
 3 Q. Okay. And then what's the one under that?
 4 Do you know?
 5 A. HH.
 6 Q. And what is that?
 7 A. Hollie Hild.
 8 Q. Got it. Okay. Thank you.
 9 All right. If you would grab Exhibit 15.
 10 All right. And Exhibit 15 is in relation to the
 11 incident or report by Ms. Lablance about her
 12 interactions with the lab tech, and I believe the
 13 lab tech's name is Judy Harkins. Does that ring a
 14 bell?
 15 A. Yes.
 16 Q. All right. And is Judy Harkins still
 17 employed with Corizon?
 18 A. Yes.
 19 Q. Okay. As a lab tech?
 20 A. No.
 21 Q. What is her title?
 22 A. Clerk.
 23 Q. What is a clerk?
 24 A. She does filing in the medical records.
 25 Q. Oh. Why did she change jobs? Do you

1 know?
 2 A. We eliminated the lab tech position at the
 3 Chillicothe Correctional Center.
 4 Q. Why?
 5 A. Declining patient population.
 6 Q. Okay. Did you eliminate lab techs
 7 anywhere else?
 8 A. Not at any of my facilities.
 9 Q. Okay. Are you aware of whether lab techs
 10 were eliminated anywhere else in Missouri?
 11 A. I'm not aware.
 12 Q. And your facilities are seven; is that
 13 right?
 14 A. Yes.
 15 Q. And how many total are there?
 16 A. Twenty-two.
 17 Q. Who made that decision to eliminate the
 18 lab tech position?
 19 A. The directors of operation each reviewed
 20 their staffing documents and looked at -- we were
 21 tasked with looking at where we might be able to
 22 decrease staffing, and we provided input of the
 23 positions that we thought we could maintain our
 24 productivity but not have, and then the decision was
 25 made at a higher level -- I'm not sure if it was our

1 higher regional office level or the higher corporate
2 level. I'm not sure about that.
3 **Q. Got it. Who does Judy's duties now?**
4 A. The X-ray tech.
5 **Q. Okay. So the X-ray tech serves as the lab**
6 **tech, as well?**
7 A. Correct.
8 **Q. Did Ms. Harkins receive a reduction in**
9 **pay?**
10 A. I do not believe so.
11 **Q. Okay. Was there a special training**
12 **required to be a clerk -- I'm sorry -- a clerk;**
13 **right?**
14 A. Clerk, yes. No.
15 **Q. What about -- is there special training to**
16 **be a lab tech?**
17 A. Yes.
18 **Q. In an organizational chart, with a**
19 **hierarchy, would the lab tech be above the clerk?**
20 A. No.
21 **Q. Okay. Are they on the same line?**
22 A. Yes.
23 **Q. Thank you.**
24 Turn to Corizon 23 of Exhibit 15. Do you
25 see the sentence that starts with "The lab tech

1 prepared, and picked up all in the same day,
2 generally.
3 **Q. I see. Who is the company that picks them**
4 **up?**
5 A. I don't know the company. It's a courier
6 service that the lab contracts with.
7 **Q. Okay. And so if a specimen is taken, it's**
8 **put into a tube or a cup, and then between the time**
9 **it's taken and the time it's picked up by this**
10 **company, where does it go or what should happen with**
11 **it?**
12 A. They're in a lab room.
13 **Q. In a lab room?**
14 A. Uh-huh.
15 **Q. Okay. Do specimens in a cup or a tube**
16 **need to be put into a refrigerator or anything?**
17 A. Some do.
18 **Q. Okay. Some do; some don't?**
19 A. Yes.
20 **Q. Is that fair?**
21 A. Yes.
22 **Q. I'm not trying to trip you up, I just**
23 **don't know.**
24 A. Yes.
25 **Q. So I appreciate that.**

1 refused?"
2 A. Yes.
3 **Q. All right. "The lab tech refused to**
4 **complete the requisition and took the specimen to my**
5 **office and sat it on my desk while stating, 'I told**
6 **you not to set that on my desk.'"**
7 **Have I read that correctly?**
8 A. Yes.
9 **Q. With regards to the training and**
10 **infectious disease policies we talked about earlier,**
11 **is that action by the lab tech something that would**
12 **fall in that conversation?**
13 A. I don't believe so. Sorry.
14 **Q. No, you're fine. You're fine.**
15 **You said you don't believe so. Could you**
16 **tell me why?**
17 A. The specimens are contained in a tube or
18 in a specimen cup, depending on what it is, so I
19 don't think setting a vial or a specimen cup would
20 be an infection control issue.
21 **Q. Do specimens need to be stored somewhere?**
22 **Do you know?**
23 A. They do, depending on the specimen, but we
24 don't typically store them. The lab picks them up
25 Monday through Friday, so they're collected,

1 Do you know whether the specimen that
2 Ms. Lablance is talking about in this email needed
3 to be in a refrigerator or not?
4 A. I do not.
5 **Q. Okay. As a part of your investigation,**
6 **did you ask that question?**
7 A. No.
8 **Q. Okay. Is that something that, in your**
9 **opinion, would be relevant to your investigation?**
10 A. No.
11 **Q. Okay. Skip down a couple of lines. I'm**
12 **still on page 23.**
13 **"I asked her to fill out the requisition**
14 **and prepare the specimen for processing. She walked**
15 **out of the lab, passed me directly to my office, and**
16 **basically refused to do her job."**
17 **Did you have this email at your disposal**
18 **when you were doing the investigation?**
19 A. Yes.
20 **Q. Okay. Did you ask the lab tech about this**
21 **part of the email that I just read?**
22 A. I don't recall.
23 **Q. And you don't have notes, so we can't look**
24 **there; right?**
25 A. Correct.

<p style="text-align: right;">Page 61</p> <p>1 Q. Okay. On the next page at the top, which</p> <p>2 is Corizon 24, it says:</p> <p>3 "I, unfortunately, have had this issue</p> <p>4 with this lab tech in the past and have previously</p> <p>5 asked that it be addressed."</p> <p>6 Did you ask Ms. Lablance about this part</p> <p>7 of the e-mail?</p> <p>8 A. Yes.</p> <p>9 Q. And did she indicate to you who she asked</p> <p>10 that it be addressed?</p> <p>11 A. Yes.</p> <p>12 Q. Who was that?</p> <p>13 A. Hollie Hild.</p> <p>14 Q. And what was Ms. Lablance's response</p> <p>15 regarding what Ms. Hild did or did not do?</p> <p>16 A. I don't believe she thought it had been</p> <p>17 addressed.</p> <p>18 Q. Ms. --</p> <p>19 A. I don't believe that Terri thought the</p> <p>20 issue had been addressed --</p> <p>21 Q. Understood.</p> <p>22 A. -- by Hollie.</p> <p>23 Q. Okay. Was Hollie still employed at this</p> <p>24 time with Corizon?</p> <p>25 A. No.</p>	<p style="text-align: right;">Page 63</p> <p>1 Ms. Lablance was the first person you talked to?</p> <p>2 A. No. I don't recall.</p> <p>3 Q. Okay. Do you recall if Ms. Lablance was</p> <p>4 the last person you talked to about this and your</p> <p>5 investigation -- or during your investigation?</p> <p>6 A. During the investigation?</p> <p>7 Q. Yes.</p> <p>8 A. I don't believe so.</p> <p>9 Q. Okay.</p> <p>10 A. I don't recall the order, but I believe I</p> <p>11 spoke with Terri and Judy first to get the</p> <p>12 information regarding what occurred and then spoke</p> <p>13 with the other two providers, but I don't recall an</p> <p>14 exact order.</p> <p>15 Q. Okay. Did you write any conclusion?</p> <p>16 A. I did.</p> <p>17 Q. And where is that?</p> <p>18 A. I believe it's in this email chain on</p> <p>19 Corizon 22. There's an email that I wrote to</p> <p>20 Heather Dale, who is HR; Sterling Ream, who was the</p> <p>21 health services administrator; Jeffrey Lovelace, who</p> <p>22 was the regional medical director; Cindy Schupp is</p> <p>23 the senior director of operations; and Rhonda</p> <p>24 Almanza was the vice president of operations. And</p> <p>25 all of those people were included on the email</p>
<p style="text-align: right;">Page 62</p> <p>1 Q. Okay. What impact did the information</p> <p>2 about Ms. Lablance telling Hollie Hild have on you</p> <p>3 as the investigator?</p> <p>4 A. That Terri is and Judy had had a previous</p> <p>5 issue.</p> <p>6 Q. The next sentence says: "I have asked</p> <p>7 other coworkers, providers, and the medical</p> <p>8 director, Dr. Epperson, if they complete lab</p> <p>9 requisitions when ordering lab, and they have all</p> <p>10 denied having a problem with this individual</p> <p>11 completing requisitions and processing specimens for</p> <p>12 the testing when ordering lab."</p> <p>13 Did you talk to Ms. Lablance about that</p> <p>14 sentence?</p> <p>15 A. I did.</p> <p>16 Q. Okay. Tell me what or how that part of</p> <p>17 the conversation went.</p> <p>18 A. I spoke with Dr. Epperson and Ms. Kirby</p> <p>19 about the requisitions, and they advised that they,</p> <p>20 at times, did complete the requisitions, and so I</p> <p>21 had shared that with Ms. Lablance.</p> <p>22 Q. Okay. Do you remember the order in which</p> <p>23 you talked to individuals in this investigation?</p> <p>24 A. I don't.</p> <p>25 Q. Okay. Do you know or recall if</p>	<p style="text-align: right;">Page 64</p> <p>1 because that's who Ms. Lablance had written her</p> <p>2 email to, except for Heather Dale, who was HR.</p> <p>3 Q. Okay. And where in your conclusion email</p> <p>4 dated June 11th, 2018, at 10:12 a.m. do you discuss</p> <p>5 the actions of the lab tech?</p> <p>6 A. I don't have specifics in there regarding</p> <p>7 that.</p> <p>8 Q. Okay. After your email, there is an email</p> <p>9 from Rhonda Almanza that's the next day, June 12th,</p> <p>10 at 9:55 a.m. to the same group of individuals, and</p> <p>11 she says "Have we talked with the employee who made</p> <p>12 the claim?"</p> <p>13 Tell me, in your opinion -- why did you --</p> <p>14 or what impression did you have by that question</p> <p>15 coming from Rhonda Almanza? Because you responded;</p> <p>16 right?</p> <p>17 A. Yes.</p> <p>18 Q. Why did you feel the need to respond?</p> <p>19 A. Because she asked a question.</p> <p>20 Q. Okay. Was her question directed to you?</p> <p>21 A. That was my belief, yes.</p> <p>22 Q. All right. I'm just a little confused by</p> <p>23 her question, though, because your first sentence of</p> <p>24 your conclusion email says "I have discussed this</p> <p>25 with Ms. Lablance."</p>

16 (Pages 61 to 64)

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<p>1 So forgive my confusion, I just want to</p> <p>2 get some understanding.</p> <p>3 What gives you the impression that</p> <p>4 Ms. Lablance was not satisfied with your</p> <p>5 investigation?</p> <p>6 A. I believe she was convinced she was the</p> <p>7 only provider the lab tech was having write the</p> <p>8 requisitions, even after the investigation.</p> <p>9 Q. Okay. And you say in your response to</p> <p>10 Ms. Almanza that you believe the situation is a</p> <p>11 communication issue between Terri and the lab tech,</p> <p>12 not a discrimination issue. Have I read that</p> <p>13 correctly?</p> <p>14 A. Yes.</p> <p>15 Q. Can you tell me why you believe that?</p> <p>16 A. Because Judy is -- can be a difficult</p> <p>17 personality, and if she believes that she is correct</p> <p>18 about something, she doesn't always display the most</p> <p>19 professional behavior.</p> <p>20 Q. Okay.</p> <p>21 A. And so I believe with Ms. Lablance taking</p> <p>22 the lab to her and her belief that Judy should</p> <p>23 process the lab, but Judy's belief that Ms. Lablance</p> <p>24 should process the lab requisition, that the</p> <p>25 communication was not there.</p>	<p>1 significant benefit. People tend to behave better</p> <p>2 when they think someone is watching."</p> <p>3 What did you think when you received his</p> <p>4 email? What did you think -- what -- yeah. What</p> <p>5 did you think?</p> <p>6 A. That the investigation was complete.</p> <p>7 There was nothing further to do.</p> <p>8 Q. Did you understand who he was talking</p> <p>9 about when you received it?</p> <p>10 A. I believed at the time he was talking</p> <p>11 about the two employees, Judy and Ms. Lablance.</p> <p>12 Q. How did Judy and Ms. Lablance get along</p> <p>13 after this incident?</p> <p>14 A. I was not made aware of any further</p> <p>15 issues.</p> <p>16 Q. Okay. Do you know if Ms. Lablance --</p> <p>17 excuse me. Do you know if Judy is one of the</p> <p>18 employees who reviewed Ms. Lablance's medical</p> <p>19 record?</p> <p>20 A. Not to my recollection.</p> <p>21 Actually, I'd like to restate my answer.</p> <p>22 Q. Please.</p> <p>23 A. No, Judy Harkins was not one of the</p> <p>24 employees who accessed Ms. Lablance's medical</p> <p>25 record.</p>
Page 66	Page 68
<p>1 Q. Okay. Has Judy been disciplined for</p> <p>2 her -- I'm forgetting the phrase you used, but has</p> <p>3 she been disciplined for her conduct?</p> <p>4 A. I don't get every corrective action on</p> <p>5 every employee, so I'm not sure if she's been</p> <p>6 addressed regarding her conduct.</p> <p>7 Q. Okay. Does Judy fall under your</p> <p>8 supervision?</p> <p>9 A. Indirectly, yes -- or removed.</p> <p>10 Q. You say that you reviewed about a 5- to</p> <p>11 6-inch stack of requisitions. What conclusion did</p> <p>12 you have as a result of reviewing that 5- to 6-inch</p> <p>13 stack?</p> <p>14 A. That most of the requisitions, Judy</p> <p>15 completed, and there were some that had been</p> <p>16 completed by all three providers.</p> <p>17 Q. How many?</p> <p>18 A. I don't have an exact number.</p> <p>19 Q. Did you write that down anywhere?</p> <p>20 A. No.</p> <p>21 Q. On the first page of Exhibit 15, which is</p> <p>22 Corizon 20, in response to your email, Dr. Lovelace</p> <p>23 says -- it looks like at 9:46, so six minutes</p> <p>24 later -- no, four minutes later:</p> <p>25 "I think awareness alone will have a</p>	<p>1 Q. Do you know whether she saw it?</p> <p>2 A. That, I do not know.</p> <p>3 Q. Okay. So I want to look at Exhibit 37,</p> <p>4 which is Corizon's interrogatory answers that you</p> <p>5 helped with. And, specifically, Interrogatory</p> <p>6 No. 7.</p> <p>7 Look at the answer, and specifically I</p> <p>8 want to start at the sentence that says, "The</p> <p>9 results of the investigation." Do you see that?</p> <p>10 A. Yes.</p> <p>11 Q. All right. "The results of the</p> <p>12 investigation did not suggest that there were</p> <p>13 inappropriate conduct, much less discriminatory</p> <p>14 animus."</p> <p>15 When it says "inappropriate conduct," are</p> <p>16 they referring to the -- who is that referring to?</p> <p>17 A. I would say Judy.</p> <p>18 Q. Okay. The next sentence:</p> <p>19 "To the contrary, a thorough review of</p> <p>20 requisitions indicated" -- with regards to that view</p> <p>21 of requisition, do we know the date range?</p> <p>22 A. I don't have the date.</p> <p>23 Q. Okay. It says that "Every request made by</p> <p>24 Ms. Lablance had been run by the lab tech."</p> <p>25 How do you know that?</p>

17 (Pages 65 to 68)

1 A. That the lab results were present in the
2 medical records of the patients.

3 **Q. And so you found out through your**
4 **investigation that every request made by**
5 **Ms. Lablance had been run by the lab technician?**

6 A. Yes. That the results were in the medical
7 record.

8 **Q. Okay. And then it says, 2 – No. 2:**
9 **"The paperwork requested was routine**
10 **paperwork necessary for medical providers to fill**
11 **out prior to lab tests, because it included**
12 **information that only the provider making the**
13 **request would know; i.e., Ms. Lablance in this**
14 **situation."**

15 Can you explain that to me?

16 A. The lab requisition has to have
17 information on -- like where the -- how the specimen
18 was obtained. And since Ms. Lablance was the one
19 who obtained the specimen, she would have been the
20 one with that information.

21 **Q. And is that -- at the time that**
22 **Ms. Lablance goes to give the sample to the lab**
23 **technician, is that information required?**

24 A. Yes. The lab requisition should be with
25 the sample.

1 **Q. What did Ms. Lablance say about Judy**
2 **putting the sample on her desk when you talked to**
3 **her?**

4 A. I believe just the fact that she had done
5 that, and that that was part of her behavior,
6 bringing the lab into her -- taking the lab in to
7 her officer, and setting it on her desk was just
8 part of her, I'm not going to do it.

9 **Q. You said you believe. Do you know?**

10 A. It is hard to recall a conversation that
11 happened over a year ago, but -- so I don't know
12 100 percent.

13 **Q. That's fair. I appreciate that.**

14 You mentioned that during your
15 investigation of this incident involving Judy and
16 Ms. Lablance, that Ms. Lablance told you she had
17 spoken to Ms. Hild previously. Was there a file
18 that Ms. Hild kept or an email that Ms. Hild sent
19 that you're aware of?

20 A. Not that I'm aware of.

21 **Q. Okay. Do you know -- did you talk to**
22 **Ms. -- did you talk to Judy about that piece -- and**
23 **what I'm referring to is, did you ask -- let me ask**
24 **it a better way.**

25 Did you ask Judy about the prior incident

1 **Q. Okay. The answer goes on to state that**
2 **the review also showed that Ms. Lablance should have**
3 **been familiar with the paperwork, having completed**
4 **it for other requests.**

5 Was there a concern of yours that
6 Ms. Lablance did not know how to fill out the
7 paperwork or do the process?

8 A. No.

9 **Q. Did you confirm with Judy whether she took**
10 **the sample to Ms. Lablance's desk and placed it**
11 **there?**

12 A. I believe I did.

13 **Q. But you don't know?**

14 A. I can't recall for sure.

15 **Q. Is that important information in your**
16 **analysis?**

17 A. I don't think her placing the sample back
18 on Terri's desk was important in regards to the
19 discrimination that Terri was saying was occurring.
20 I believe that the piece of that that was important
21 was that Terri believed she -- Judy was only having
22 her complete the requisitions because of her color,
23 instead of the other providers, as well, so that was
24 my focus, that she wasn't just making Terri fill out
25 the requisitions.

1 that Ms. Lablance was referring to?

2 A. No.

3 **Q. Okay. Why not?**

4 A. Because the investigation that I was
5 looking at was what had just occurred and what
6 was -- if it was a discrimination issue.

7 **Q. Is -- I'm sorry. Go ahead, if you have**
8 **more.**

9 A. I don't recall that Ms. Lablance indicated
10 that the previous issue she felt was a
11 discrimination issue or just a "I'm not going to do
12 that" issue.

13 **Q. Okay. In your training in 2006, did the**
14 **trainers discuss other incidents, you know, playing**
15 **a part or playing a role in investigations?**

16 A. Did we role play investigation?

17 **Q. No. I'm sorry. Let me ask it a different**
18 **way.**

19 When you were training in 2006, was there
20 any training on how other instances or other prior
21 interactions could play a role in what you're
22 currently investigating?

23 A. I don't recall that being part of the
24 training.

25 **Q. Okay. As you sit here today, do you think**

1 it would have been relevant to ask Ms. Judy about
2 that prior incident that Ms. Lablance was referring
3 to?

4 A. I don't believe so.

5 **Q. Okay. Why not?**

6 A. I -- due to my knowledge of Judy's
7 personality, I just believe that that wouldn't have
8 had an impact on our investigation.

9 **Q. Okay.**

10 MR. NUGENT: Let's take a break.

11 VIDEOGRAPHER: We are off the record. The
12 time is 3:01 p.m.

13 (A recess was taken.)

14 VIDEOGRAPHER: We're back on the record.
15 The time is 3:12 p.m.

16 **Q. (By Mr. Nugent) Ms. Meehan, we are back
17 from a short break. You understand you're still
18 under oath?**

19 A. I do.

20 **Q. And to tell the truth?**

21 A. Yes.

22 **Q. Okay. Were there -- we were looking at
23 Exhibit 15, I believe. Is that the packet about the
24 lab tech incident?**

25 A. Yes.

1 **Q. And my question is, are there emails
2 outside of that packet that you remember sending or
3 receiving about the lab tech incident?**

4 A. There was an email Terri forwarded me that
5 she had sent Hollie about the previous incident, but
6 nothing regarding this incident.

7 **Q. Okay. When Terri forwarded you the email
8 you just referenced, was that during the
9 investigation for your investigation?**

10 A. Yes. Because she had brought it up that
11 this wasn't the first time, and she had reported to
12 me that she had told Hollie, and I asked her if she
13 had that, and she provided it to me.

14 **Q. Okay. Did she give you that email --
15 like, when in your investigation? Beginning,
16 middle, end? Do you recall? Because I don't have
17 it, either.**

18 A. I don't recall.

19 **Q. And I think it sounds pretty relevant to
20 the issue at hand, so ...**

21 **In the email that Ms. Lablance forwarded
22 you, did Ms. Hild respond? Do you recall seeing a
23 response?**

24 A. I don't recall seeing a response. I
25 believe it was Ms. Lablance's email to Hollie that

1 she sent me.

2 **Q. (By Mr. Nugent) Thank you.**

3 **Did Ms. Lablance indicate one way or
4 another if Hollie had a conversation with
5 Judy Harkins as a result of Terri's email?**

6 A. I don't recall more saying one way or the
7 other.

8 **Q. Are you aware of any other complaints from
9 Corizon staff about Judy?**

10 A. No. I can't think of any that have -- no.

11 **Q. Okay. Turn to Interrogatory 13, please.
12 This interrogatory says "Identify the policies and
13 procedures regarding medical records including which
14 employees have access to medical records, the
15 determination of who, when an individual becomes a
16 patient of defendant Corizon, and a list of
17 defendant Corizon's acceptable uses of patient and
18 nonpatient medical records."**

19 **The answer: "All Corizon health staff at
20 the DOC Chillicothe facility have access to inmate
21 records pursuant to the successful completion of
22 HIPAA training and the post training test. See
23 Corizon 495 to 523."**

24 **Is there a specific policy for which
25 employees have access to medical records?**

1 A. There is a policy on medical records. I
2 believe it speaks more to who shouldn't have access,
3 such as DOC staff, than to who can have access.

4 **Q. Does that policy speak to when an
5 individual becomes a patient of Corizon?**

6 A. No, it does not.

7 **Q. Okay. When does an individual become a
8 patient of Corizon?**

9 A. When they enter a DOC facility.

10 **Q. Regardless of if they have been seen by a
11 Corizon provider or not?**

12 A. Once they are sentenced to prison, they're
13 brought into an intake center and they are seen by a
14 nurse within 12 hours, and so that's what I mean
15 by --

16 **Q. Got it --**

17 A. -- when they come into prison.

18 **Q. That's helpful. Thank you.**

19 **When does Corizon get access to the
20 medical record?**

21 A. It's right about that time. The records
22 department of DOC has to do something on their end
23 for us to be able to -- well -- for us to be able to
24 enter information. However, if someone has
25 previously been incarcerated, their record is still

1 available, accessible. Is that ...

2 **Q. I think I understand what you're saying.**

3 **Is the last scenario you just mentioned**

4 **how Dr. Epperson and Ms. Kirby were able to access**

5 **Ms. Lablance's records?**

6 A. I am not 100 percent proficient on MOCIS,

7 which is the computer system that the female

8 institutions use. Corizon only -- my understanding

9 is Corizon obviously has medical records of those

10 incarcerated or who have been incarcerated. And my

11 understanding is Ms. Lablance has never been

12 incarcerated, so I'm not sure why she has a medical

13 record in MOCIS. I'm just not familiar enough with

14 all aspects of MOCIS. It's not just the health

15 record -- the MOCIS system isn't. It's -- they use

16 it for, I believe, probation and patrol and visiting

17 and canteen -- different aspects of DOC use the

18 system. So I'm not sure how she has a medical

19 record, if that -- if I'm explaining myself --

20 **Q. I'm tracking. Surprisingly.**

21 A. -- correctly.

22 **Q. Who can tell me that from Corizon?**

23 A. I don't know if anybody from Corizon could

24 tell you that.

25 **Q. Safe to say Makisa Upton can't tell me**

1 **that?**

2 A. I would say that's safe to say, yes.

3 **Q. She's in HR; right?**

4 A. Yes. I would think if anyone in Corizon

5 might be able to explain, it would be Christina

6 Bolton, who is our IT person in our office, but I'm

7 just not sure about that.

8 **Q. Do you know -- so we were just talking**

9 **about when an individual becomes a patient and also**

10 **when you -- Corizon, not you -- when Corizon has**

11 **access. Based on what you just said, how would**

12 **Dr. Epperson know to look at Terri Lablance's record**

13 **in the system?**

14 A. How would she know?

15 **Q. Yeah.**

16 A. I don't think I can answer that.

17 **Q. That's fair. Do you know how she stumbled**

18 **upon it?**

19 A. I'm aware of how she says she stumbled

20 upon it. I do not know the actual way she came

21 upon, it, no.

22 **Q. Well, what did she say?**

23 A. Dr. Epperson says that she entered numbers

24 of a patient that she was going to chart on and

25 accidentally Ms. Lablance popped up.

1 **Q. Do you have the numbers of that patient**

2 **that she was originally trying to access?**

3 A. I do not.

4 **Q. Who does?**

5 A. I'm not sure if she might -- Dr. Epperson.

6 I don't know.

7 **Q. Okay. But --**

8 A. That's not information I have.

9 **Q. Okay. And who did the investigation**

10 **regarding Dr. Epperson's accessing of Ms. Lablance's**

11 **records?**

12 A. I believe -- I know Makisa Upton, and I

13 don't know how much of investigating Rhonda Almanza

14 did. And then the information pull -- was pulled

15 from someone on the DOC side to see what was

16 actually accessed.

17 **Q. Okay. Have you seen the investigation**

18 **file?**

19 A. No.

20 **Q. Is there one?**

21 A. I don't know.

22 **Q. As a part of the analysis on how**

23 **Dr. Epperson says she accessed Ms. Lablance's**

24 **record, in your opinion, is it relevant to know the**

25 **number of the inmate she was trying to use and**

1 **correlate that to Ms. Lablance's number?**

2 A. It would be helpful to know.

3 **Q. Maybe she transposed numbers?**

4 A. Yes.

5 **Q. Do you know if that was done?**

6 A. I don't know if that was done.

7 **Q. Would I ask Makisa Upton that?**

8 A. She would be --

9 **Q. She'd be the person?**

10 A. -- a person who may know the answer.

11 **Q. Are you familiar with the AS400 software?**

12 A. Yes.

13 **Q. Are you proficient in that?**

14 A. No.

15 **Q. Okay. What about the MARS database?**

16 A. Yes.

17 **Q. Are you proficient in MARS?**

18 A. I would say so, yes.

19 **Q. All right. Is MARS what you primarily**

20 **used when you were employed as a nurse?**

21 A. Yes.

22 **Q. Okay. Turn to Interrogatory 18, please.**

23 **"Identify whether Corizon staff at the DOC**

24 **Chillicothe facility have access to inmate records**

25 **that are maintained by defendant DOC. If defendant**

<p style="text-align: right;">Page 81</p> <p>1 Corizon employees have access to DOC prisoner 2 records, identify which Corizon staff have access 3 and to what types of records access is given, and 4 which Corizon staff access plans records the dates 5 the records were accessed and for what purpose." 6 In looking at subpart B, which Corizon 7 staff accessed plaintiff's -- Ms. Lablance's medical 8 records? 9 A. Her medical record was Karen Epperson and 10 Val Kirby. 11 Q. Was there another type of record that was 12 accessed? 13 A. Her -- Ms. Lablance's face sheet was 14 accessed. 15 Q. Face sheet? 16 A. Yes. 17 Q. Okay. Who accessed that? 18 A. I can recall some of them but not all of 19 them. 20 Q. Sure. 21 A. Sterling Ream, Tammy Christopher -- that's 22 all I can recall at this time. 23 Q. Are there others? 24 A. There are others. 25 Q. Approximately how many more?</p>	<p style="text-align: right;">Page 83</p> <p>1 accessing the face sheet? 2 A. No. 3 Q. Okay. Were you part of the team -- were 4 there two investigations or, you know, one into the 5 face sheet, one into the medical record, or was it 6 all one big investigation? 7 A. It was one investigation. 8 Q. Okay. 9 A. You can run who accessed the record and 10 see what they accessed. 11 Q. Yeah. So where -- in the answer to the 12 interrogatory question, it says "See Corizon 485 to 13 528." I've looked at 485 to 528, but I have not 14 seen a record that indicates that Sterling Ream or 15 Tammy Christopher accessed the face sheet. Do you 16 know where that record is? 17 A. I do not. 18 Q. All right. I do have records of 19 Dr. Epperson and Dr. Kirby accessing the medical 20 records, but I don't have the face sheet. Okay? 21 Why was accessing the face sheet a part of 22 the investigation? Do you know? 23 A. My understanding, when you do an -- when 24 an audit of the record is done, it shows everybody 25 that's accessed it.</p>
<p style="text-align: right;">Page 82</p> <p>1 A. Approximately two to four more, I believe. 2 Q. What's the face sheet? 3 A. The -- you have -- it was the page that 4 Dr. Epperson printed and mailed to Ms. Lablance. 5 Q. Let's grab it and look at it. That's 6 probably an easier route. 7 I believe it is Exhibit -- or Exhibits 20 8 and 4. Correct? 9 A. Yes. 10 Q. Okay. And these are -- this is the packet 11 that Dr. Epperson sent to Ms. Lablance? 12 A. Yes. 13 Q. All right. And so the face sheet is 14 what's on Lablance 2? 15 A. Correct. 16 Q. Okay. And this is the one where you think 17 a maximum of six people accessed? 18 A. Correct. 19 Q. All right. When did these six people 20 access the face sheet? 21 A. I don't recall that information. 22 Q. Okay. Is that in the investigation? 23 A. It was part of the investigation. 24 Q. Okay. Were you a part of the recommending 25 team with regards to the investigation into</p>	<p style="text-align: right;">Page 84</p> <p>1 Q. I see. Do you know how Sterling Ream and 2 Tammy Christopher came to know that they could 3 search for Ms. Lablance? 4 A. I don't. 5 Q. Okay. And I think you may have answered 6 this already, forgive me if you have, but do you 7 know when they accessed Ms. Lablance's face sheet? 8 A. I don't know the exact date. I know it 9 was prior to them becoming managers. 10 Q. When did they become managers? 11 A. Sterling became a manager in, I believe, 12 June of 2018, and Tammy was a few months later -- 13 maybe a month later. Maybe it was July. 14 Q. So Sterling become a manager in June of 15 '18? 16 A. Yes. 17 Q. And Tammy became a manager in 18 approximately July of '18? 19 A. July or August of '18. 20 Q. And if I understand what you just said 21 right, they accessed the face sheet prior to June or 22 July of 2018? 23 A. Yes. 24 Q. Does that concern you at all, that they 25 accessed the face sheet prior to becoming managers?</p>

21 (Pages 81 to 84)

1 A. Yes. That's why corrective action was
2 issued.
3 **Q. Corrective action of Sterling and Tammy?**
4 A. Yes.
5 **Q. What corrective action did They receive?**
6 A. Final written warnings.
7 **Q. When --**
8 A. I believe.
9 **Q. Okay.**
10 A. I believe they were final written
11 warnings.
12 **Q. Do you know?**
13 A. I don't.
14 **Q. Okay. But you do know that they were**
15 **reprimanded?**
16 A. I do know that written corrective action
17 was issued to the two of them and the others that
18 accessed the face sheet.
19 **Q. When did the reprimands of Sterling and**
20 **Tammy happen?**
21 A. Some date between March 13th of 2019 to
22 early April of 2019.
23 **Q. That's fair. I get it.**
24 A. I don't have exact dates. I just know it
25 was -- at the conclusion of the investigation,

1 around the time of the termination of the other two
2 employees.
3 **Q. That is helpful. I didn't need the exact**
4 **date, just the time frame, so I appreciate you**
5 **clarifying.**
6 **Why were they reprimanded?**
7 A. For accessing the face sheet of somebody
8 they didn't need to.
9 **Q. And so that's a violation of what policy?**
10 A. I'm not sure what policy that that
11 violates. I believe it's part of our computer
12 access form that we have to sign that says we're not
13 going to access records of people we aren't
14 providing care to.
15 **Q. Okay. Why weren't they terminated?**
16 A. They were not terminated in -- where the
17 other two were because the other two violated HIPAA,
18 and these employees did not.
19 **Q. Okay. And then these employees we're**
20 **talking about are Sterling Ream and Tammy**
21 **Christopher; right?**
22 A. Yes.
23 **Q. They knew about Ms. Lablance's record in**
24 **the MOCIS system for approximately nine months?**
25 A. Yes.

1 **Q. And that nine months was also when**
2 **Ms. Lablance was still an employee of Corizon?**
3 A. Yes.
4 **Q. That nine months also includes**
5 **Ms. Lablance's complaint to you about Judy Harkins?**
6 A. Yes.
7 **Q. That nine months also includes the email**
8 **that Ms. Lablance sent to you about her prior**
9 **interaction with Ms. Hild?**
10 A. Yes.
11 **Q. That nine months also includes Ms. Hild's**
12 **memo to file?**
13 A. Yes.
14 **Q. Were the other four -- or -- and I know**
15 **you don't know if it was four total, but the other**
16 **individuals that were reprimanded, were they given**
17 **final written warnings?**
18 A. I believe everybody that received
19 corrective action for accessing the face sheet
20 received the same level of corrective action.
21 **Q. Did the others who accessed the face sheet**
22 **access it with their login user name and password?**
23 A. Yes.
24 **Q. Do you have -- or does Corizon have the**
25 **number of times in which these individuals who**

1 **accessed the face sheet accessed the face sheet?**
2 A. I don't have that information.
3 **Q. You don't, but somebody has got to know**
4 **it.**
5 A. I'm not sure of the time frame that the
6 report was ran that was received from the department
7 of corrections.
8 **Q. Okay.**
9 A. I don't know the time frame.
10 **Q. All right. Do you know --**
11 A. But -- I'm sorry.
12 **Q. Go ahead. Please.**
13 A. But it would show within the time frame
14 how many times that person accessed the record.
15 **Q. Uh-huh. Was how many times individuals**
16 **accessed the record a part of the analysis in**
17 **assessing discipline?**
18 A. I wasn't part of the discipline decision,
19 just implementation.
20 **Q. You're right. That's my mistake. I**
21 **apologize.**
22 **Do you know how Sterling Ream or**
23 **Tammy Christopher came to know that there was a face**
24 **sheet?**
25 A. I don't have firsthand knowledge of how

1 they know.
 2 **Q. Okay. What knowledge do you have?**
 3 A. That it was reported that the previous
 4 HSA, Teresa McWhorter, had shared Ms. Lablance's
 5 history with some staff.
 6 **Q. Do you have any knowledge of which staff**
 7 **that was?**
 8 A. No.
 9 **Q. Do you have any knowledge of when that**
 10 **was?**
 11 A. No.
 12 **Q. Was Ms. McWhorter disciplined for that?**
 13 A. Once I was aware of it, she was already
 14 gone.
 15 **Q. And Ms. McWhorter was the HSA?**
 16 A. Yes.
 17 **Q. Does she have a medical license of any**
 18 **kind?**
 19 A. A nurse.
 20 **Q. She's a nurse?**
 21 A. Yes.
 22 **Q. So -- go ahead.**
 23 A. She was at the time. I don't know if she
 24 still is.
 25 **Q. That's fair.**

1 A. When she was employed, she was a nurse.
 2 **Q. So while she was employed as an HSA, she**
 3 **also had a nursing license?**
 4 A. Yes.
 5 **Q. And she was trained on what records should**
 6 **be accessed and not?**
 7 A. Yes.
 8 **Q. Do you know who she told?**
 9 A. No, I don't.
 10 **Q. You don't? Does it concern you that**
 11 **Teresa McWhorter accessed the face sheet?**
 12 A. I don't know that Teresa McWhorter did
 13 access the face sheet.
 14 **Q. Okay. Do you have any knowledge as to how**
 15 **Teresa McWhorter came into knowledge that there was**
 16 **a face sheet?**
 17 A. I know Teresa McWhorter was aware of
 18 Terri's background, but I don't -- I don't know if
 19 she knew there was a face sheet.
 20 **Q. That's fair. And Teresa McWhorter was the**
 21 **HSA when Ms. Lablance was hired?**
 22 A. Yes.
 23 **Q. All right. So for Ms. Lablance's entire**
 24 **time working for Corizon, someone in the office at**
 25 **Chillicothe knew she had a face sheet?**

1 A. They knew she had a criminal background.
 2 **Q. Okay. Going back to the Sterling Ream and**
 3 **Tammy Christopher issues -- or access, excuse me --**
 4 **do you know if there were others standing around**
 5 **Sterling or Tammy when they accessed the face sheet?**
 6 A. I don't.
 7 **Q. Do you know whether or not that question**
 8 **was asked in the investigation?**
 9 A. I do not know.
 10 **Q. Okay. One way or the other?**
 11 A. One way or the other.
 12 **Q. Okay. Does any of that concern you that**
 13 **Corizon employees, Sterling Ream and**
 14 **Tammy Christopher accessed it -- the face sheet in**
 15 **2018?**
 16 A. Yes. That's why they were given
 17 corrective action.
 18 **Q. Okay. The medical record is something**
 19 **different; right?**
 20 A. Yes.
 21 **Q. Okay. And that was accessed only by**
 22 **Dr. Epperson and Dr. Kirby; is that right?**
 23 A. Ms. Kirby, yes.
 24 **Q. Okay. I may have misspoke. Let me clear**
 25 **that up. Sorry. There's so many names floating**

1 around today.
 2 The medical record of Ms. Lablance was
 3 accessed by Dr. Epperson and Ms. Kirby?
 4 A. Correct.
 5 **Q. Okay. Thank you. Sorry.**
 6 Do you know if others were standing around
 7 Dr. Epperson or Ms. Kirby when they accessed the
 8 medical record?
 9 A. I do not.
 10 **Q. Do you know if that was a part of the**
 11 **investigation?**
 12 A. I do not.
 13 **Q. You don't know one way or the other?**
 14 A. I don't know one way or the other if that
 15 was part of the investigation.
 16 **Q. Thank you.**
 17 Do you know how Dr. Epperson and Dr. Kirby
 18 learned of the medical record?
 19 A. No.
 20 **Q. Okay. And forgive me if I asked that.**
 21 **It's been a long day.**
 22 Do you know one way or another if the
 23 AS400 and MARS system were audited by the DOC in
 24 conjunction with this investigation?
 25 A. I do not know one way or the other.

<p style="text-align: right;">Page 93</p> <p>1 Q. Based on what we know about how many 2 people accessed the face sheet and Dr. Epperson and 3 Ms. Kirby accessing the medical record, do you think 4 it's relevant to know if AS400 or MARS was accessed? 5 A. I think it would have given more 6 information for the termination, but I -- the 7 violation was a HIPAA violation, so we already 8 proved that they did it with MOCIS, so I don't know 9 how significant that they maybe also accessed 10 anything in MARS would have been. 11 Q. Uh-huh. But what about the timing of the 12 access? Any relevance there, in your opinion, if 13 you looked at AS400 and MARS? 14 MR. MATULA: Vague. Relevance to what? 15 Do you understand the question? 16 A. I don't. The timing of? 17 Q. (By Mr. Nugent) Yeah. The timing of when 18 Ms. Lablance's records were accessed. 19 A. I guess I still don't understand. I'm 20 sorry. 21 Q. That's okay. We'll come back to it. 22 Do you know if there is medical 23 information of Ms. Lablance's in the AS400 or MARS 24 systems? 25 A. No.</p>	<p style="text-align: right;">Page 95</p> <p>1 within that system. So MARS has what we call 2 progress notes instead of charting guides. So 3 progress notes in MARS is the same as charting 4 guides in MOCIS. 5 Q. Say that one more time. Charting guides 6 is the same as? 7 A. Charting guides in MOCIS is the same as 8 progress notes in MARS. 9 Q. Thank you. Is medication orders in MOCIS 10 also in MARS? 11 A. Yes. There's medication orders in MARS. 12 Q. Do you see on Lablance 2 there, right-hand 13 column it says "Offender Medical Summary"? 14 A. Yes. 15 Q. Do you know if that was accessed by 16 Epperson or Kirby? 17 A. I do not recall if it was or was not. 18 Q. And is there an offender medical summary 19 in MARS? 20 A. No. 21 Q. Okay. Is there some sort of summation of 22 the medical history at all in MARS that you're aware 23 of? 24 A. No, there's not. 25 Q. Is MARS a bit antiquated?</p>
<p style="text-align: right;">Page 94</p> <p>1 Q. You don't know? 2 A. No. 3 Q. Okay. If -- what medical information did 4 Dr. Epperson or Ms. Kirby view? 5 A. They viewed different aspects of the 6 record. I do not recall specifically what those 7 were besides the charting guide, which is one of 8 these links here on this face sheet -- 9 Q. On Lablance 2? 10 A. Yes. 11 Q. Okay. 12 A. I believe medication orders. Outside of 13 those two things, I do not recall what the two of 14 them accessed. 15 Q. Okay. And do you know -- let me ask it 16 this way. Does the AS400 system or the MARS system 17 have charting guides in it? 18 A. MARS is set up different. 19 Q. Okay. 20 A. Now, AS400 is the system itself, and 21 there's different aspects in there, like custody 22 reports and -- so it's the whole computer system for 23 the DOC. 24 Q. Understood. 25 A. Then MARS is the medical record that is</p>	<p style="text-align: right;">Page 96</p> <p>1 A. Well, you see on here there's two columns? 2 In MARS there's 24 different items to access. 3 Q. Okay. Is one of those 24 in MARS 4 diagnoses? 5 A. A problem list. 6 Q. Okay. What about physical? 7 A. Yes. 8 Q. Okay. Can -- so MOCIS is the department 9 of corrections, but then you have, like, county 10 jail, municipal jail, that sort of thing. Do you 11 know if county jails and municipal jails enter 12 information into MOCIS, as well? 13 A. They do not. 14 Q. They do not. What do they use, if you 15 know? 16 A. Every place is different, so I don't know. 17 Q. That's fair. I appreciate that. 18 So in order to have a MOCIS record, you 19 had to have come in contact with a MOCIS facility? 20 Is that a fair statement? 21 A. My understanding is if you are under the 22 supervision of the department of corrections, so if 23 you're incarcerated, if you're on probation or 24 parole, then you have a number, which can be found 25 in the system, MOCIS or AS400, is my understanding.</p>

24 (Pages 93 to 96)

<p style="text-align: right;">Page 97</p> <p>1 Q. Thank you for that. It sheds some light 2 for me. Did Sterling Ream or Tammy Christopher 3 receive any training at the time of their final 4 written reprimand? 5 A. I don't believe so. 6 Q. Okay. Did Chillicothe -- did the center 7 there at Chillicothe, after Dr. Epperson and 8 Ms. Kirby were terminated, and then also 9 Sterling Ream and Tammy Christopher disciplined, was 10 there a meeting amongst staff from, you know, 11 higher-ups or management about this and what 12 happened and whatnot? 13 A. There wouldn't have been anything 14 specific, and I do not recall that any additional 15 training or meeting was held. 16 Q. Okay. All right. All right. 17 So in going back to Interrogatory 18, 18 it -- should that answer also have included that 19 Sterling Ream, Tammy Christopher, and others 20 accessed the face sheet? 21 A. I would say yes. 22 Q. All right. Do you know a Dr. Schaefer? 23 A. No. 24 Q. Okay. All right. 25 (Deposition Exhibit No. 39 was marked for</p>	<p style="text-align: right;">Page 99</p> <p>1 give you the materials, then you and the team 2 reviewed it? 3 A. Makisa and, I believe, Rhonda did the 4 investigation. 5 Q. Okay. 6 A. And then they determined what the outcome 7 of the investigation was going to be, such as the 8 termination of Dr. Epperson and Ms. Kirby. 9 Q. Okay. 10 A. And since I am the director over the site, 11 I was the one who wrote up the termination request. 12 Q. Thanks. That's helpful. 13 Why didn't you do the investigation? 14 A. I can't answer that. It wasn't brought to 15 me to investigate. It was -- Dr. Lovelace received 16 the letter that Dr. Epperson had sent Ms. Lablance, 17 and he shared it with, I believe, Rhonda and 18 Cindy Schupp, and it was already being taken above 19 my level, so they are the ones that did the 20 investigation. 21 Q. Okay. When's the first time you found out 22 about the communication between Dr. Lovelace and 23 Ms. Lablance regarding the packet from Dr. Epperson? 24 A. Yes. 25 Q. I'm sorry. When was the first time?</p>
<p style="text-align: right;">Page 98</p> <p>1 identification.) 2 Q. (By Mr. Nugent) Ms. Meehan, that is 3 Deposition Exhibit 39. This is an email with an 4 attachment; it's Corizon 490 and Corizon 491. 5 You are copied on this email -- actually, 6 sent to. Do you see that? 7 A. Yes. 8 Q. All right. And below -- or the second 9 email on the page is from you to Makisa Upton. 10 A. Yes. 11 Q. Why are you sending it to Makisa for her 12 review and approval? 13 A. So she could review and approve the 14 termination. 15 Q. Okay. I'm a little confused, though, 16 because this -- this is at the end of the 17 investigation; right? 18 A. Yes. 19 Q. And you are part of the recommending team; 20 right? 21 A. Yes. 22 Q. Okay. But earlier you said Makisa did the 23 investigation. 24 A. Yes. 25 Q. Okay. So did she do the investigation --</p>	<p style="text-align: right;">Page 100</p> <p>1 A. Oh, I thought you said "was the first 2 time." 3 When -- after Dr. Lovelace received the 4 information from Ms. Lablance, I was notified -- I 5 don't know. Relatively -- 6 Q. Quickly? 7 A. -- soon. I don't know if it was that same 8 day or the next day, but in a timely fashion, since 9 it was my site that had been involved. 10 Q. And was -- who made the decision -- who 11 determined the investigator? 12 A. I don't know. 13 Q. Okay. Is that -- was it odd that you 14 didn't investigate it, in your opinion? 15 A. No. 16 Q. Okay. Has that happened before? 17 A. Yes. 18 Q. Okay. Fair enough. So how did you come 19 to know that Ms. Kirby accessed the medical records? 20 A. During the investigation. 21 Q. Okay. And so do you know how Corizon 22 became aware that Ms. Kirby had accessed the medical 23 records? 24 A. To my knowledge, it was the audit of 25 Ms. Lablance's record that showed who all accessed</p>

25 (Pages 97 to 100)

1 the record.

2 **Q. That's the audit that shed some light on**

3 **it. Because that -- does that same audit include**

4 **who accessed the face sheet?**

5 A. Yes.

6 **Q. Okay. And does that audit also include**

7 **the number of times that they accessed either the**

8 **medical record or the face sheet?**

9 A. My understanding of the audit is within

10 the time frame that you run it, it'll show who

11 accessed the record, every time they accessed, and

12 what they accessed.

13 **Q. Yeah. Now, would -- because this is a**

14 **HIPAA violation, as you and Dr. Lovelace have**

15 **mentioned, is it something that would have gone in**

16 **Ms. Lablance's DOC medical records as a record**

17 **contact?**

18 **Am I making any sense?**

19 A. I don't understand -- especially the last

20 part.

21 **Q. Yeah, that's fair. Let me tell you what I**

22 **think is in the system, and you tell me whether I'm**

23 **right or wrong.**

24 A. Okay.

25 **Q. Because I simply just don't know.**

1 The software can track who accesses the

2 medical record and when; right?

3 A. Yes.

4 **Q. And that information of who accessed it**

5 **and when is saved or stored in the MOCIS software or**

6 **servers. Do you know?**

7 A. I don't know.

8 **Q. Okay. All right. All right.**

9 **The audit that was ran, is that something**

10 **that was printed? Do you know?**

11 A. Yes.

12 **Q. Okay. It was printed. And where is it**

13 **stored?**

14 A. The printed copy?

15 **Q. Yes.**

16 A. Makisa Upton is the person I know who had

17 the copy.

18 **Q. Okay.**

19 A. I don't know where it is stored.

20 **Q. Okay. So what I'm trying to understand**

21 **is -- you know, earlier when we first started**

22 **talking -- you and I started talking, we looked at**

23 **the inventory of Ms. Lablance's personnel file. Do**

24 **you remember that document?**

25 A. Yes, I do.

1 **Q. I'm trying to understand if the**

2 **information involved in this investigation is**

3 **something that should be stored or a copy put in her**

4 **personnel file or a copy put in her medical record**

5 **file or both?**

6 A. Her medical record, as in her MOCIS DOC

7 medical record, or her employee medical record.

8 **Q. That's -- you are going exactly where I am**

9 **trying to get to. Do employees have -- do Corizon**

10 **employees have a medical record?**

11 A. Yes.

12 **Q. Okay. And so with regards to**

13 **Ms. Lablance's DOC medical record and her employee**

14 **medical record, should either of those files or both**

15 **have the contents of this investigation or audit or**

16 **anything like that?**

17 A. I know her Corizon employee medical file

18 would not have anything like that in it.

19 **Q. Okay. Why?**

20 A. Because it's not for investigations. It

21 has vaccination history and TB test ratings.

22 **Q. Got it.**

23 A. And it's not even an all-inclusive --

24 **Q. File?**

25 A. -- medical history --

1 **Q. Okay.**

2 A. -- it's what we do while the person is

3 employed with us.

4 **Q. That -- okay -- makes sense. Let's talk**

5 **about Ms. Lablance's DOC medical record. Should it**

6 **be in there?**

7 A. I don't have an answer for that.

8 **Q. Okay.**

9 A. The department of corrections owns the

10 medical record, and I'm not sure if that's something

11 they would do or not.

12 **Q. Okay.**

13 A. Or if just simply the fact that they can

14 audit it at any time, it's there. I don't have an

15 answer for that.

16 **Q. And that, lastly, what about**

17 **Ms. Lablance's personnel file?**

18 A. Regarding?

19 **Q. Regarding the investigation and the**

20 **complaint.**

21 A. I don't believe so.

22 **Q. And why do you have that opinion?**

23 A. She was no longer employed at the time, so

24 I don't think that information would go into her

25 employee file.

1 **Q. Okay.**
 2 A. That's just my --
 3 **Q. Yeah. I don't know --**
 4 A. -- my answer. I don't know if that's --
 5 **Q. I don't know if there's an answer or**
 6 **not --**
 7 A. Yeah.
 8 **Q. -- I just want to get some understanding**
 9 **as to the process for something like this where that**
 10 **information should be stored, if at all.**
 11 A. Uh-huh.
 12 **Q. So that's why I was asking. I hope that**
 13 **makes some sense.**
 14 A. Yeah.
 15 **Q. Thank you for answering those questions**
 16 **and bearing with me.**
 17 **So before that little jaunt, I was asking**
 18 **you some questions about how Ms. Kirby came to know**
 19 **or at least look at the medical record and**
 20 **Dr. Epperson, and so I want to look at the auditing**
 21 **log for Ms. Kirby. Okay?**
 22 A. Okay.
 23 **Q. And this was produced to us by Corizon,**
 24 **and it was Bates-labeled Corizon 492 through 493,**
 25 **and it is marked as Deposition Exhibit 40.**

1 (Deposition Exhibit No. 40 was marked for
 2 identification.)
 3 **Q. (By Mr. Nugent) Have you seen this log**
 4 **before?**
 5 A. I believe I was briefly shown this log,
 6 yes.
 7 **Q. All right. And is this what was printed**
 8 **by the DOC in searching Ms. Kirby's medical record**
 9 **contacts?**
 10 A. I believe this is the audit that was
 11 produced when looking to see who accessed
 12 Ms. Lablance's record.
 13 **Q. Okay. How do we know that this is who**
 14 **accessed Ms. Lablance's record?**
 15 A. Well, I see on here it does not have a
 16 name; it has a DOC number. I cannot verify if that
 17 is the number that was assigned to Ms. Lablance or
 18 not.
 19 **Q. Who can?**
 20 A. I would say -- the best person to identify
 21 if that was her DOC number would be somebody with
 22 the DOC.
 23 **Q. Fair enough.**
 24 A. Could I access that number? I could if
 25 I -- if I entered that number, it would tell me

1 whose name that belonged to.
 2 **Q. Okay.**
 3 A. But ...
 4 **Q. So if you look above the first**
 5 **Valicia Kirby entry, that looks like it says**
 6 **"Karen Epperson." Do you see that?**
 7 A. I do.
 8 **Q. And then there are also some entries above**
 9 **that that have been crossed out.**
 10 A. Yes.
 11 **Q. So there were other -- does this mean that**
 12 **there are other people that accessed Ms. Lablance's**
 13 **medical record?**
 14 A. Again, I don't know how the audit was
 15 pulled. My understanding was the audit was pulled
 16 to show who accessed her record in MOCIS.
 17 **Q. All right. And this audit would tell me**
 18 **who from Corizon and who from the DOC accessed**
 19 **Ms. Lablance's record; right?**
 20 A. I believe that would be true.
 21 **Q. Okay. Do you know why this was given to**
 22 **me or to us with these items crossed out?**
 23 A. No, I don't.
 24 **Q. Okay. Do you know who crossed those items**
 25 **out?**

1 A. No, I don't.
 2 **Q. If we are to assume that this is**
 3 **Ms. Lablance's record, the one right above Ms. Kirby**
 4 **says "2/18/19." Is that what you see?**
 5 A. It's definitely a 2.
 6 **Q. Okay.**
 7 A. And then a 1, and it's hard for me to tell
 8 if that's a 6 or an 8.
 9 **Q. Yeah. That's fine.**
 10 **Do you know -- let's look at the top of**
 11 **the audit and identify some of these categories.**
 12 **What's the cycle number?**
 13 A. The cycle number, I understand that to be
 14 the date of the current supervision of DOC.
 15 **Q. Okay. And then what's "log date and**
 16 **time"?**
 17 A. That, to my understanding, would be the
 18 date and time the record was accessed.
 19 **Q. All right. And then "employee ID." Whose**
 20 **employee ID would be there?**
 21 A. The person who accessed the record.
 22 **Q. Okay. And I don't see any employee IDs**
 23 **here, do you?**
 24 A. For MOCIS to log in to MOCIS, you utilize
 25 your DOC email address, so I would say the employee

<p style="text-align: right;">Page 109</p> <p>1 ID here of the ones not crossed out is</p> <p>2 Valicia Kirby.</p> <p>3 Q. Okay. And then do you see screen name on</p> <p>4 the --</p> <p>5 A. Yes.</p> <p>6 Q. What would that be?</p> <p>7 A. I don't know.</p> <p>8 Q. Okay.</p> <p>9 A. If I go across, it says "IP address,</p> <p>10 application name, screen name," then I would say</p> <p>11 that screen name is on that first line of Valicia</p> <p>12 Kirby "charting guide list page," and then the next</p> <p>13 one, "appointment list page." So the page that</p> <p>14 they're looking at.</p> <p>15 Q. Oh. And so in looking at Exhibit 20, and,</p> <p>16 in particular, Lablance 2, the second page, the two</p> <p>17 columns in the middle of the page, am I</p> <p>18 understanding you to say that the screen name there</p> <p>19 would correspond to one of the options in these two</p> <p>20 columns?</p> <p>21 A. Yes.</p> <p>22 Q. All right. So for instance,</p> <p>23 Valicia Kirby, "charting guide list page" is also</p> <p>24 listed in Exhibit 20 on page 2 as charting guide.</p> <p>25 Is that accurate?</p>	<p style="text-align: right;">Page 111</p> <p>1 records can be tracked? Do you know?</p> <p>2 A. I don't know for sure one way or the</p> <p>3 other.</p> <p>4 Q. Okay. Fair enough. And then do you see</p> <p>5 report date there on the first page of Exhibit 40?</p> <p>6 A. Yes.</p> <p>7 Q. 3/8/2019. Is that your understanding of</p> <p>8 when the report was generated?</p> <p>9 A. Yes.</p> <p>10 Q. All right.</p> <p>11 MR. NUGENT: We'll take a break.</p> <p>12 VIDEOGRAPHER: We are off the record. The</p> <p>13 time is 4:21 p.m.</p> <p>14 (A recess was taken.)</p> <p>15 VIDEOGRAPHER: We're back on the record.</p> <p>16 The time is 4:23.</p> <p>17 A. Ms. Meehan, I'm going to hand you what's</p> <p>18 been marked as Deposition Exhibit 41 and 42.</p> <p>19 (Deposition Exhibit No. 41 and 42 were</p> <p>20 marked for identification.)</p> <p>21 Q. (By Mr. Nugent) Forty-one is an email</p> <p>22 exchange between you and Makisa Upton, and then 42</p> <p>23 is, I believe, an audit report of Dr. Epperson. Is</p> <p>24 that what you are seeing as Exhibits 41 and 42?</p> <p>25 A. Yes.</p>
<p style="text-align: right;">Page 110</p> <p>1 A. Yes.</p> <p>2 Q. All right. Do you recall which shift</p> <p>3 Ms. Kirby worked in February of 2019?</p> <p>4 A. Day shift.</p> <p>5 Q. Okay. And that day shift was</p> <p>6 approximately what to what?</p> <p>7 A. She worked ten-hour shifts. I don't</p> <p>8 recall exactly what time she worked.</p> <p>9 Q. Okay. So was she --</p> <p>10 A. I mean, it would have been 8:00 to 4:30</p> <p>11 with some time one way or the other to make a</p> <p>12 ten-hour day. I don't recall her exact schedule.</p> <p>13 Q. All right. So at 5:30, would she have</p> <p>14 been in the office still?</p> <p>15 A. It's a possibility.</p> <p>16 Q. All right. So does an audit of who</p> <p>17 accessed the face sheet -- should it look very</p> <p>18 similar to what we're looking at in Exhibit 40, or</p> <p>19 do you know?</p> <p>20 A. I don't know that for sure.</p> <p>21 Q. Okay. Does an audit report indicate how</p> <p>22 long Ms. Kirby was on a page?</p> <p>23 A. I don't see that information in here.</p> <p>24 Q. Okay. When employees are new to Corizon,</p> <p>25 are they informed that their contact with medical</p>	<p style="text-align: right;">Page 112</p> <p>1 Q. Okay. Let's start --</p> <p>2 MR. MATULA: Do you have 42 for me?</p> <p>3 MS. JAG: I'm sorry, Ivan. What are the</p> <p>4 Bates stamps on those?</p> <p>5 MR. NUGENT: Yeah, the Bates stamps on 41</p> <p>6 are Corizon 485 through 86 and 42 is 4- -- Corizon</p> <p>7 488 through 489.</p> <p>8 Q. (By Mr. Nugent) Ms. Meehan, Exhibit 41 is</p> <p>9 the email -- and this is very similar to an email</p> <p>10 and exchange had regarding Ms. Kirby that we've</p> <p>11 already looked at. Would you agree?</p> <p>12 A. Yes.</p> <p>13 Q. And this one is in regards to</p> <p>14 Ms. Epperson; is that right?</p> <p>15 A. Yes.</p> <p>16 Q. All right. You talked about being a</p> <p>17 part -- being on the recommendation team for</p> <p>18 Ms. Kirby because it was your facility. Is that the</p> <p>19 same logic as to why you did one for Dr. Epperson?</p> <p>20 A. Yes.</p> <p>21 Q. Okay. And did everyone concur with the</p> <p>22 recommendation for termination on Dr. Epperson?</p> <p>23 A. Yes?</p> <p>24 Q. And also for Ms. Kirby?</p> <p>25 A. Yes.</p>

<p style="text-align: right;">Page 113</p> <p>1 Q. Okay. I want to look at the second page, 2 which is Corizon 486. And the summation there says: 3 "On 3/13 the DOO" – who is the DOO? 4 A. That would be me. Director of operations. 5 Q. Okay. 6 "Was notified Dr. Epperson had accessed a 7 former employee's MO DOC medical record." 8 Is the "MO DOC medical record," is it the 9 same thing as the MOCIS record? 10 A. Yes. 11 Q. Okay. And did you – were you notified on 12 3/13, or were you notified sometime before then? 13 Let me ask it a different way. Did you 14 find out on the same day that you wrote this? 15 A. I don't recall the day that I found out 16 this – the 13th would have been the day that I was 17 advised of findings in the investigation. 18 Q. Got it. Okay. That – that helps me. 19 Thank you. 20 I want to get some clarity behind the part 21 of your summation here where you say the use and 22 disclosure of PHI. First, what is "PHI"? 23 A. Personal health information. 24 Q. Okay. So what was the use by 25 Dr. Epperson?</p>	<p style="text-align: right;">Page 115</p> <p>1 Let's look at the audit, which is 2 Exhibit 42. And the results that are, I guess, 3 supposed to be identified on this document are those 4 of Dr. Epperson's. Would you – is that your 5 understanding? 6 A. Yes. 7 Q. All right. And we can see that they also 8 cross through other entries, just like they did on 9 the log that was Ms. Kirby's log; right? 10 A. Yes. 11 Q. But if we look hard enough, does it appear 12 that there are Valicia Kirby entries on this 13 Exhibit 42? 14 A. Yes. 15 Q. All right. Did you review this prior to 16 making your recommendation – "this" being 17 Exhibit 42. Sorry. 18 A. I believe I did see this, yes. 19 Q. All right. What -- there's some 20 handwriting in the middle of the first page. It 21 says "CCC" – and then can you read what that -- is 22 under that? 23 A. I believe it is "DR," which would stand 24 for doctor, is what I believe it to be. 25 Q. Okay. Do you know one way or another who</p>
<p style="text-align: right;">Page 114</p> <p>1 A. Accessing the parts of Ms. Lablance's 2 medical record. 3 Q. Okay. So that's the use. What's the 4 disclosure? 5 A. Disclosure would be if anybody else was 6 notified by Dr. Epperson of what she found. 7 Q. Okay. Well, it's here in your 8 recommendation, so did she disclose it to someone? 9 A. Not to my knowledge. 10 Q. Okay. 11 A. I was using the wording of the HIPAA 12 privacy rule, which is to -- the wording is to take 13 reasonable steps to limit the use and disclosure of 14 PHI. It's the rule. 15 Q. Got it. Okay. And are you -- do you know 16 one way or another whether Dr. Epperson disclosed 17 any personal health information? 18 A. I do not know one way or the other. 19 Q. Is -- the same question for Ms. Kirby. 20 A. I do not know one way or the other. 21 Q. Thank you. 22 Is the signature on the line HR's approval 23 Makisa Upton's signature, if you know? 24 A. I don't know. I can't read who it says. 25 Q. Neither can I.</p>	<p style="text-align: right;">Page 116</p> <p>1 wrote that? 2 A. I do not. 3 Q. What about on the next page? There's some 4 additional handwriting. What does that say? 5 A. CCC physician. 6 Q. And that's next to an entry that is 7 Karen Epperson; is that correct? 8 A. Correct. 9 Q. Okay. Do you see at the bottom of the 10 first page it says "1 of 4"? 11 A. I do. 12 Q. Where are pages 3 and 4? 13 A. I do not have that information. 14 Q. What are pages 3 and 4? 15 A. I do not have that information. 16 Q. Okay. How would I find out what are pages 17 3 and 4? 18 A. From the person that provided the log. 19 Q. Okay. Well, they were provided to me by 20 Corizon. You and Ms. Upton signed off on the 21 interrogatories. 22 A. I would say maybe Makisa would be able to 23 provide that information. 24 Q. All right. 25 A. I cannot.</p>

<p style="text-align: right;">Page 117</p> <p>1 Q. But you don't know?</p> <p>2 A. I do not know if she can provide it or</p> <p>3 not.</p> <p>4 Q. If she -- let me ask it this way: Does it</p> <p>5 appear from Exhibit 42 -- which is the log</p> <p>6 represented as Dr. Epperson's contact with</p> <p>7 Ms. Lablance's medical record -- does it appear that</p> <p>8 pages 3 and 4 are additional contacts of</p> <p>9 Ms. Lablance's medical record?</p> <p>10 A. I would presume pages 3 and 4 to be two</p> <p>11 more pages of the audit. I can't speak to what</p> <p>12 might be on the audit.</p> <p>13 Q. That's fair. That's fair. That's really</p> <p>14 fair. Thank you.</p> <p>15 In order for Dr. Epperson to perform the</p> <p>16 functions of her job as -- medical director? Is</p> <p>17 that right?</p> <p>18 A. Yes.</p> <p>19 Q. Did she need to be aware of Ms. Lablance's</p> <p>20 DOC medical history?</p> <p>21 A. No.</p> <p>22 Q. Did she need to be aware of Ms. Lablance's</p> <p>23 criminal history?</p> <p>24 A. No.</p> <p>25 Q. Okay. In order for Ms. Ream and</p>	<p style="text-align: right;">Page 119</p> <p>1 Q. What was it prior to being promoted to</p> <p>2 director of nursing?</p> <p>3 A. Health services administrator.</p> <p>4 Q. And remind me -- generally, what does the</p> <p>5 health services administrator do?</p> <p>6 A. They are fully responsible for the entire</p> <p>7 medical department.</p> <p>8 Q. Was she the health services administrator</p> <p>9 when Ms. Lablance was there?</p> <p>10 A. Sterling?</p> <p>11 Q. Yes. I'm sorry.</p> <p>12 A. Yes.</p> <p>13 MR. MATULA: One of them.</p> <p>14 THE WITNESS: Correct.</p> <p>15 MR. MATULA: I mean, you've already had</p> <p>16 all-day testimony that Hollie Hild was the health</p> <p>17 service administrator when Lablance was there, too,</p> <p>18 so ...</p> <p>19 MR. NUGENT: I can't give you a hard time,</p> <p>20 Mike?</p> <p>21 MR. MATULA: You can.</p> <p>22 MR. NUGENT: Relax, big guy.</p> <p>23 MR. MATULA: Belated objection. The</p> <p>24 question says "the." It's misleading, since there's</p> <p>25 already preexisting testimony there's more than one.</p>
<p style="text-align: right;">Page 118</p> <p>1 Ms. Christopher to do their jobs there for Corizon,</p> <p>2 did they need to be aware of the face sheet that</p> <p>3 Ms. Lablance has?</p> <p>4 A. No.</p> <p>5 Q. What are Tammy -- what's</p> <p>6 Tammy Christopher's title now?</p> <p>7 A. At this time she's a registered nurse.</p> <p>8 Q. Okay. Prior to becoming a registered</p> <p>9 nurse, what was her title?</p> <p>10 A. I believe initially she was hired as an</p> <p>11 LPN with Corizon and then was an RN. She was a</p> <p>12 director of operation -- or, I apologize -- director</p> <p>13 of nursing for a time period, and then is now a</p> <p>14 staff nurse RN.</p> <p>15 Q. When did she move from director to staff</p> <p>16 nurse? Do you recall?</p> <p>17 A. I believe she stepped down as director of</p> <p>18 nursing in the summer of '19.</p> <p>19 Q. After she was reprimanded?</p> <p>20 A. Yes.</p> <p>21 Q. Okay. Do you know why she stepped down?</p> <p>22 A. She didn't like being a manager.</p> <p>23 Q. Okay. And what about Sterling Ream?</p> <p>24 What's her title now?</p> <p>25 A. Director of nursing.</p>	<p style="text-align: right;">Page 120</p> <p>1 Q. (By Mr. Nugent) Are you aware of any</p> <p>2 reason why a Corizon employee should access</p> <p>3 Ms. Lablance's medical records?</p> <p>4 A. No.</p> <p>5 Q. What about her face sheet?</p> <p>6 A. No.</p> <p>7 Q. Okay.</p> <p>8 MR. NUGENT: One second. Let me make sure</p> <p>9 I'm done.</p> <p>10 Q. (By Mr. Nugent) One question I had --</p> <p>11 Dr. Lovelace talked about sending the email to</p> <p>12 Ms. -- Rhonda Alman- --</p> <p>13 A. Almanza.</p> <p>14 Q. Almanza. Rhonda Almanza. And that email</p> <p>15 was a picture that he received from Ms. Lablance of</p> <p>16 her face sheet. Do you recall that testimony</p> <p>17 earlier today?</p> <p>18 A. Yes.</p> <p>19 Q. Okay. And he mentioned that he was the</p> <p>20 first to be notified or to know. Do you remember</p> <p>21 that testimony?</p> <p>22 A. I do.</p> <p>23 Q. Okay. So then is it safe to say that that</p> <p>24 date that Dr. Lovelace became aware, that is the</p> <p>25 date that Ms. Lablance complained about it? Is that</p>

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<p style="text-align: right;">Page 121</p> <p>1 how you interpret that interaction?</p> <p>2 A. Can you repeat the first part?</p> <p>3 Q. Yeah. Don't worry about it.</p> <p>4 Did -- after your recommendation on</p> <p>5 Dr. Kirby and Ms. -- I'm sorry -- Ms. Kirby and</p> <p>6 Dr. Epperson was made and the decision was to</p> <p>7 terminate, did you follow up with Ms. Lablance?</p> <p>8 A. I did not.</p> <p>9 Q. Okay. Do you know if anyone did?</p> <p>10 A. I do not.</p> <p>11 Q. In your opinion, should anyone have, if</p> <p>12 they didn't -- because I don't know. I'm just</p> <p>13 trying to get your opinion on it.</p> <p>14 A. My opinion is the patient whose record was</p> <p>15 accessed, yes, she should have been notified of</p> <p>16 action taken.</p> <p>17 Q. Okay. Look at Exhibit 26 for me really</p> <p>18 quick.</p> <p>19 Can you tell me what was the -- what was</p> <p>20 the policy -- let me ask it a different way.</p> <p>21 What was the reason Sterling Ream,</p> <p>22 Tammy Christopher -- what was the reason they were</p> <p>23 reprimanded? Do you know that? What was the</p> <p>24 official reason given in their discipline document?</p> <p>25 A. In regards to accessing Ms. Lablance's</p>	<p style="text-align: right;">Page 123</p> <p>1 but within the Chillicothe facility; correct?</p> <p>2 A. Correct.</p> <p>3 Q. And is it your understanding that having</p> <p>4 members of the public have access to the prison can</p> <p>5 be dangerous for everybody involved?</p> <p>6 A. Yes.</p> <p>7 Q. And that would include the prisoners, the</p> <p>8 officers who work there, and the Corizon employees</p> <p>9 who work there?</p> <p>10 A. Yes.</p> <p>11 Q. And so the DOC does security clearance</p> <p>12 checks for people who enter the prison, and that's</p> <p>13 everyone; right?</p> <p>14 A. Yes.</p> <p>15 Q. And this would include people who were not</p> <p>16 employed by the DOC but who have access to the</p> <p>17 prison; correct?</p> <p>18 A. Yes.</p> <p>19 Q. Even volunteers who entered the DOC</p> <p>20 facility have to pass a security clearance; is that</p> <p>21 right?</p> <p>22 A. That's my understanding.</p> <p>23 Q. And visitors have to have a security</p> <p>24 clearance, as well?</p> <p>25 A. Visitors that come to visit the offenders</p>
<p style="text-align: right;">Page 122</p> <p>1 face sheet?</p> <p>2 Q. Face sheet, yes.</p> <p>3 A. Without reviewing those documents, I can't</p> <p>4 recall what exactly was in them. It had to do with</p> <p>5 accessing a record that you didn't need to access.</p> <p>6 Q. Got it. That's helpful.</p> <p>7 Are there any questions that you need me</p> <p>8 to review or state again?</p> <p>9 A. I don't think so.</p> <p>10 Q. Okay. Any answers that you need to</p> <p>11 revisit?</p> <p>12 A. I don't think so.</p> <p>13 Q. Okay. Have you told the truth today?</p> <p>14 A. I have.</p> <p>15 Q. Okay. I have nothing further.</p> <p>16 MR. MATULA: Rachel?</p> <p>17 MS. JAG: Yes, sir, I'm here. I have just</p> <p>18 a few questions for you, Ms. Meehan.</p> <p>19 CROSS-EXAMINATION</p> <p>20 BY MS. JAG:</p> <p>21 Q. Earlier you testified about an employee</p> <p>22 who was dismissed because of a client lockout. Is</p> <p>23 that right?</p> <p>24 A. Yes.</p> <p>25 Q. And, obviously, they worked for Corizon</p>	<p style="text-align: right;">Page 124</p> <p>1 or ...</p> <p>2 Q. Yes, ma'am. Whether they come to visit</p> <p>3 the offenders or they're just visiting the site.</p> <p>4 Anyone who has maybe a visitor pass on the -- with</p> <p>5 them.</p> <p>6 A. I can't speak to clearances regarding</p> <p>7 visitors who come to visit offenders, like, to the</p> <p>8 visiting room. I'm not familiar with that process.</p> <p>9 I know if, say, Corizon has a vendor that's coming</p> <p>10 on-site would be considered a visitor, and that</p> <p>11 individual would have to get a clearance conducted</p> <p>12 before they could come in.</p> <p>13 Q. Okay. That's helpful. Thank you.</p> <p>14 So, basically, anybody entering the</p> <p>15 prison, to your understanding, would just have to</p> <p>16 have some sort of security clearance?</p> <p>17 A. Yes.</p> <p>18 Q. And the DOC doesn't have any skin in the</p> <p>19 game as to whether a certain employee keeps working</p> <p>20 for Corizon once they've had a client lockout;</p> <p>21 right?</p> <p>22 MR. NUGENT: Object to the form. You can</p> <p>23 answer, if you know.</p> <p>24 A. Would you mind repeating that?</p> <p>25 MS. JAG: Of course. Do you have any</p>

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<p style="text-align: right;">Page 125</p> <p>1 reason to believe that DOC would have any skin in</p> <p>2 the game as to whether a Corizon employee was locked</p> <p>3 out?</p> <p>4 MR. NUGENT: Same objection.</p> <p>5 A. If DOC --</p> <p>6 Q. (By Ms. Jag) Do you need me to rephrase?</p> <p>7 I can rephrase.</p> <p>8 A. I'm not understanding "skin in the game."</p> <p>9 I'm sorry.</p> <p>10 Q. No, that's completely okay. I can</p> <p>11 rephrase. This is just some notes I jotted down.</p> <p>12 Is it your understanding that DOC doesn't</p> <p>13 benefit or detriment whether a certain employee</p> <p>14 keeps working for Corizon once they've been locked</p> <p>15 out of a DOC facility?</p> <p>16 MR. NUGENT: Same objection.</p> <p>17 A. I'm just trying to understand the</p> <p>18 question. The DOC --</p> <p>19 Q. (By Ms. Jag) Okay. Let me see if I can --</p> <p>20 A. I'm sorry.</p> <p>21 Q. I might be able to rephrase.</p> <p>22 No, it's okay, Ms. Meehan, I appreciate</p> <p>23 it. I want to just make sure the question comes out</p> <p>24 clearly.</p> <p>25 Is it your understanding -- and correct me</p>	<p style="text-align: right;">Page 127</p> <p>1 they're employing their services through; is that</p> <p>2 right?</p> <p>3 A. My understanding would be not within a</p> <p>4 Missouri Department of Corrections facility.</p> <p>5 Q. Okay. That's exactly what I was asking.</p> <p>6 Could Corizon let that employee work from home,</p> <p>7 rather than work at the department of corrections?</p> <p>8 A. If they were in a job where that was</p> <p>9 appropriate.</p> <p>10 Q. And I apologize if this line of</p> <p>11 questioning seems confusing; I'm just trying to</p> <p>12 clarify that when the previous employee we were</p> <p>13 discussing earlier was locked out of the DOC and</p> <p>14 they were terminated, that was basically the DOC</p> <p>15 saying, Hey, this person can't work in this</p> <p>16 facility. Is that right?</p> <p>17 A. That's what the lockout -- what the client</p> <p>18 lockout says, yes.</p> <p>19 Q. And I'm guessing that there's some sort of</p> <p>20 Corizon policy that states that in order to work in</p> <p>21 a Corizon location within a prison, among other</p> <p>22 qualifications, that the employee has to have DOC</p> <p>23 security clearance to work at that location; is that</p> <p>24 right?</p> <p>25 A. Yes.</p>
<p style="text-align: right;">Page 126</p> <p>1 if it's not -- that the department of corrections</p> <p>2 wouldn't care or wouldn't have any benefit or</p> <p>3 detriment if a Corizon employee kept working for</p> <p>4 Corizon once they've been locked out of a DOC</p> <p>5 facility?</p> <p>6 MR. NUGENT: Same objection.</p> <p>7 Do you know what benefits the department</p> <p>8 of corrections or not?</p> <p>9 THE WITNESS: I don't know what benefits</p> <p>10 the department of corrections.</p> <p>11 A. My understanding, though, would be once a</p> <p>12 Corizon employee is locked out from Missouri DOC,</p> <p>13 they cannot reenter the facility; therefore, they</p> <p>14 could not continue to be employed.</p> <p>15 I don't know if -- I don't think I'm</p> <p>16 answering your question.</p> <p>17 Q. (By Ms. Jag) You're getting there,</p> <p>18 absolutely.</p> <p>19 What I'm getting at here is -- in other</p> <p>20 words, the DOC wouldn't have a say if Corizon</p> <p>21 transferred that person to their central office to</p> <p>22 let them continue working there; is that right?</p> <p>23 A. Correct.</p> <p>24 Q. And Corizon could let that person be</p> <p>25 transferred to work at a different facility that</p>	<p style="text-align: right;">Page 128</p> <p>1 Q. But this would be a Corizon policy;</p> <p>2 correct?</p> <p>3 A. Yes.</p> <p>4 Q. And not a DOC policy; right?</p> <p>5 MR. NUGENT: Object to the form.</p> <p>6 You can answer, if you know.</p> <p>7 A. I don't know if it's in a DOC policy that</p> <p>8 you have to have a clearance to be able to work</p> <p>9 within a facility.</p> <p>10 Q. (By Ms. Jag) Because, again, the DOC</p> <p>11 doesn't determine who Corizon ultimately hires or</p> <p>12 fires; they just want to make sure that all Corizon</p> <p>13 people entering the building have the ability to</p> <p>14 work there; is that right?</p> <p>15 MR. NUGENT: Object to the form.</p> <p>16 You can answer, if you know.</p> <p>17 A. I'm not trying to be difficult; I just am</p> <p>18 not understanding -- a Corizon employee has to have</p> <p>19 a clearance from DOC to be able to enter into a</p> <p>20 facility and work.</p> <p>21 Q. (By Ms. Jag) That's helpful.</p> <p>22 And does the DOC determine who Corizon</p> <p>23 ultimately hires and fires?</p> <p>24 A. Hires, yes. Our contract states that DORS</p> <p>25 has final approval on hiring candidates. As far as</p>

<p style="text-align: right;">Page 129</p> <p>1 termination, no.</p> <p>2 Q. And when you say "hiring candidates," do</p> <p>3 you mean candidates who work just in the DOC</p> <p>4 facilities?</p> <p>5 A. My understanding is any Corizon employee</p> <p>6 in Missouri. So even if we hired somebody to only</p> <p>7 work in the regional office in Jefferson City, they</p> <p>8 still have to have a clearance and still have to be</p> <p>9 approved by DORS.</p> <p>10 Q. And can you, for the record, explain what</p> <p>11 DORS is, if we haven't yet?</p> <p>12 A. DORS is the Department of Rehabilitative</p> <p>13 Services, and it's the umbrella of department of</p> <p>14 corrections, which medical services falls under.</p> <p>15 Q. Okay. And going off just one more tangent</p> <p>16 of questions here, would it be correct to say that</p> <p>17 in your role with Corizon, you don't do IT work? Is</p> <p>18 that right?</p> <p>19 A. That's correct.</p> <p>20 Q. And I know we briefly touched on the email</p> <p>21 addresses earlier regarding employees who have DOC</p> <p>22 addresses.</p> <p>23 A. We touched on it in regards to what?</p> <p>24 Q. I'm sorry. We looked through some</p> <p>25 documents earlier that were email chains; is that</p>	<p style="text-align: right;">Page 131</p> <p>1 sorry -- a DOC email address. Let me clarify.</p> <p>2 A. I know a DOC email address is required to</p> <p>3 access MOCIS.</p> <p>4 Q. And that's what is required so that the</p> <p>5 Corizon employees can basically access these records</p> <p>6 to do their jobs; is that right?</p> <p>7 A. Correct.</p> <p>8 Q. But Corizon doesn't have its own server</p> <p>9 situation on this DOC site or on any DOC site. Is</p> <p>10 that your understanding?</p> <p>11 MR. NUGENT: Object to the form.</p> <p>12 Q. (By Ms. Jag) Is it your understanding</p> <p>13 that -- or I'm sorry. Let me rephrase that.</p> <p>14 You aren't aware of any email server</p> <p>15 situation on a DOC site; is that right?</p> <p>16 A. I don't really understand what a DOC --</p> <p>17 what an email server is.</p> <p>18 Q. Basically, the reason why there would be</p> <p>19 employees with a DOC email address being able to</p> <p>20 access those programs using that DOC email address</p> <p>21 could possibly be for safety and security, as far as</p> <p>22 you know; is that right?</p> <p>23 MR. NUGENT: Object to the form.</p> <p>24 Q. (By Ms. Jag) Could the reason that Corizon</p> <p>25 employees have a DOC email address be for safety and</p>
<p style="text-align: right;">Page 130</p> <p>1 right?</p> <p>2 A. Yes.</p> <p>3 Q. And some of them involved Corizon</p> <p>4 employees with DOC email addresses, and some of them</p> <p>5 had Corizon employees that did not have DOC email</p> <p>6 addresses. Is that right?</p> <p>7 A. I don't recall reviewing any that had DOC</p> <p>8 email addresses.</p> <p>9 Q. Let me see if I can find the exact</p> <p>10 document.</p> <p>11 If I can direct your attention to Corizon</p> <p>12 Bates document 21 -- or I'm sorry -- Bates document</p> <p>13 206.</p> <p>14 A. I do see that now, that Sterling Reams'</p> <p>15 DOC email was utilized in part of this</p> <p>16 communication.</p> <p>17 Q. So there are Corizon employees that have</p> <p>18 DOC email addresses, and there are some that have</p> <p>19 Corizon email addresses; is that right?</p> <p>20 A. That's correct. I apologize for that.</p> <p>21 Q. That's completely okay. It's an easy</p> <p>22 mistake.</p> <p>23 And I'm assuming that you wouldn't have</p> <p>24 personal knowledge of the reason behind Corizon</p> <p>25 staff having a DOC address; is that right -- I'm</p>	<p style="text-align: right;">Page 132</p> <p>1 security?</p> <p>2 MR. NUGENT: Unfortunately, same</p> <p>3 objection. I don't know how this witness is</p> <p>4 supposed to know that. She hasn't testified to any</p> <p>5 established knowledge, so -- you can answer, if you</p> <p>6 know.</p> <p>7 Q. (By Ms. Jag) As far as your knowledge</p> <p>8 goes, Ms. Meehan.</p> <p>9 A. I would say patient safety would be my</p> <p>10 understanding. We have a DOC email in order to</p> <p>11 access the medical record, which provides our</p> <p>12 patient information, which would be patient safety.</p> <p>13 Q. And like we've established, Corizon</p> <p>14 employees also have Corizon e-mail addresses; is</p> <p>15 that right?</p> <p>16 A. Some of them.</p> <p>17 Q. Is there any rhyme or reason to who gets a</p> <p>18 Corizon email address?</p> <p>19 A. Mostly those in management positions,</p> <p>20 provider positions, and some ancillary staff, but</p> <p>21 not all.</p> <p>22 Q. And personnel information regarding</p> <p>23 Corizon employee issues would go through that email</p> <p>24 address; is that right?</p> <p>25 A. Through the Corizon email address?</p>

33 (Pages 129 to 132)

<p style="text-align: right;">Page 133</p> <p>1 Q. Yes, ma'am.</p> <p>2 A. Yes.</p> <p>3 Q. And my last question, I believe, is to</p> <p>4 your knowledge, how does DOC get involved or</p> <p>5 notified of any disciplinary incidents involving</p> <p>6 Corizon employees?</p> <p>7 A. To my knowledge --</p> <p>8 Q. If they -- I'm sorry. I'm going to say if</p> <p>9 they get involved at all, how would DOC get involved</p> <p>10 or notified of any disciplinary incidents involving</p> <p>11 Corizon employees?</p> <p>12 A. To my knowledge, the director of</p> <p>13 operations of each region send their corrective</p> <p>14 action for all of their sites of responsibility each</p> <p>15 month to the assistant division director of DORS.</p> <p>16 MS. JAG: And I believe that's all of the</p> <p>17 questions I have at this time. Thank you very much,</p> <p>18 Ms. Meehan.</p> <p>19 MR. NUGENT: I've got some brief</p> <p>20 follow-up. We won't be long?</p> <p>21 THE WITNESS: Okay.</p> <p>22 REDIRECT EXAMINATION</p> <p>23 BY MR. NUGENT:</p> <p>24 Q. In -- going back to the investigation of</p> <p>25 Dr. Epperson, Ms. Kirby, Sterling Ream, and</p>	<p style="text-align: right;">Page 135</p> <p>1 CERTIFICATE OF REPORTER</p> <p>2</p> <p>3 I, Lisa Ballalatak, a Certified Court</p> <p>4 Reporter for the State of Missouri, do hereby certify</p> <p>5 that the witness whose testimony appears in the</p> <p>6 foregoing deposition was duly sworn by me; the</p> <p>7 testimony of said witness was taken by me to the best</p> <p>8 of my ability and thereafter reduced to typewriting</p> <p>9 under my direction; that I am neither counsel for,</p> <p>10 related to, nor employed by any of the parties to the</p> <p>11 action in which this deposition was taken, and further</p> <p>12 that I am not a relative or employee of any attorney</p> <p>13 or counsel employed by the parties thereto, nor</p> <p>14 financially or otherwise interested in the outcome of</p> <p>15 the action.</p> <p>16</p> <p>17</p> <p>18</p> <p>19 _____</p> <p>20 Lisa Ballalatak</p> <p>21 Missouri Supreme Court</p> <p>22 Certified Court Reporter</p> <p>23</p> <p>24</p> <p>25</p>
<p style="text-align: right;">Page 134</p> <p>1 Tammy Christopher, were you made aware of whether or</p> <p>2 not department of correction employees accessed</p> <p>3 Ms. Lablance's face sheet or medical record?</p> <p>4 A. To my recollection, I was not advised of</p> <p>5 that information.</p> <p>6 Q. Okay. Have you heard that information</p> <p>7 secondhand?</p> <p>8 A. No.</p> <p>9 MR. NUGENT: Okay. That's all I've got.</p> <p>10 Thank you.</p> <p>11 MR. MATULA: I have no questions at this</p> <p>12 time.</p> <p>13 VIDEOGRAPHER: That concludes the</p> <p>14 deposition. We're off the record. The time is</p> <p>15 5:02 p.m.</p> <p>16 MR. MATULA: We'll read and sign.</p> <p>17 (The deposition concluded at 5:02 p.m.)</p> <p>18</p> <p>19</p> <p>20</p> <p>21</p> <p>22</p> <p>23</p> <p>24</p> <p>25</p>	<p style="text-align: right;">Page 136</p> <p>1 ALARIS LITIGATION SERVICES</p> <p>2 1608 Locust Street</p> <p>3 Kansas City, Missouri 64108</p> <p>4 Phone: (816) 221-1160</p> <p>5</p> <p>6 August 2nd, 2020</p> <p>7 MR. MICHAEL MATULA</p> <p>8 Ogletree Deakins Nash</p> <p>9 Smoak & Stewart PC</p> <p>10 4520 Main Street, Suite 400</p> <p>11 Kansas City, Missouri 64111</p> <p>12</p> <p>13 TERRI YOLANDA LABLANCE v. MISSOURI DEPARTMENT OF</p> <p>14 CORRECTIONS AND CORIZON HEALTH</p> <p>15 Dear Mr. Matula:</p> <p>16 Please find enclosed your copy of the deposition of</p> <p>17 Jenny Meehan, taken on July 21st, 2020, in the</p> <p>18 above-referenced case. Also enclosed is the original</p> <p>19 signature page and errata sheet.</p> <p>20</p> <p>21 Please have the witness read your copy of the</p> <p>22 transcript, indicate any changes and/or corrections</p> <p>23 desired on the errata sheet, and sign the signature</p> <p>24 page before a notary public.</p> <p>25 Please return the executed signature page and errata</p> <p>sheet to the Alaris Litigation production department</p> <p>within 30 days after receiving the transcript.</p> <p>Thank you for your attention to this matter.</p> <p>Sincerely,</p> <p>Lisa Ballalatak</p> <p>cc: Mr. Nugent</p>

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<p style="text-align: right;">Page 137</p> <p>1 ERRATA SHEET</p> <p>2 Witness: Jenny Meehan</p> <p>3 TERRI YOLANDA LABLANCE v. MISSOURI DEPARTMENT OF</p> <p>4 CORRECTIONS AND CORIZON HEALTH</p> <p>5 Date Taken: July 21st, 2020</p> <p>6 Page #____ Line #____</p> <p>7 Should read: _____</p> <p>8 Reason for change: _____</p> <p>9</p> <p>10 Page #____ Line #____</p> <p>11 Should read: _____</p> <p>12 Reason for change: _____</p> <p>13</p> <p>14 Page #____ Line #____</p> <p>15 Should read: _____</p> <p>16 Reason for change: _____</p> <p>17</p> <p>18 Page #____ Line #____</p> <p>19 Should read: _____</p> <p>20 Reason for change: _____</p> <p>21</p> <p>22 Page #____ Line #____</p> <p>23 Should read: _____</p> <p>24 Reason for change: _____</p> <p>25</p> <p>Witness Signature: _____</p>	
<p style="text-align: right;">Page 138</p> <p>1 STATE OF)</p> <p>2)</p> <p>3 COUNTY OF)</p> <p>4 I, Jenny Meehan, do hereby certify:</p> <p>5 That I have read the foregoing deposition;</p> <p>6 That I have made such changes in form and/or</p> <p>7 substance to the within deposition as might</p> <p>8 be necessary to render the same true and</p> <p>9 correct;</p> <p>10 That having made such changes thereon, I</p> <p>11 hereby subscribe my name to the deposition.</p> <p>12 I declare, under penalty of perjury, that</p> <p>13 the foregoing is true and correct.</p> <p>14 Executed this ____ day of _____,</p> <p>15 20____, at _____.</p> <p>16</p> <p>17 _____</p> <p>18 Notary Public</p> <p>19</p> <p>20 My commission expires: _____</p> <p>21</p> <p>22 _____</p> <p>23 Jenny Meehan</p> <p>24</p> <p>25</p>	

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